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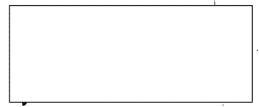
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18 August 1978

We are enclosing the employee copy of your retirement action (Form 1150) that you requested 04 August 1978.

Sincerely,

Chief, Control Division

Enclosure: 1 Form

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PROM:

John N. McHahon Deputy Director for Operations

SHRIRCE

Commendation for Exceptional Performance

- The Directorate of Operations Records Review Task Force has finished its work I want you to know that I realize that a large measure of the success of this effort was due to the exceptional performance of the Records Management Officers who worked long and hard during the six-month period, patiently guiding the 435 Directorate personnel who served on the component teams. Many of you performed additional duties, voluntarily and cheerfully, extending beyond the ten-hour work day, which kept the task force functioning smoothly.
- 2. This fine team effort and your personal contribution to it is in the best tradition of the Directorate of Operations. I commend you for a job well done.

Hunkyun

John N. McMahon

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Director of Personnel

1 AUG 1978

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NOTE TO PCS RETURNEES

Personnel processing in from a RCS foreign field assignment through Central Processing Branch are required to review the Employee Conduct Handbook and the information for RCS returnees. This information is contained in a notebook provided by the CPB receptionist.

MEMORANDUM OF UNDERSTANDING

I hereby acknowledge that I have read and understand the contents of Handbook 20-4, Employee Conduct, dated 9 July 1970 and the information for returnees dated 1 February 1972.

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Group 1 - Excluded from automatic downgrading and declassification.

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14 May 1968 Upproved

MEMORANDUM FOR: FE Career Management Committee

SUBJECT: Recommendation for Promotion for Irom GS-09 to GS-10

I. FE Vietnam Operations concurs in the field recommendation for the promotion of from GS-09 to GS-10.

Following is the recommendation from the Chief, Operational Services Branch, Vietnam Station.

"Subject has been with the Organization since April 1952 and has served at Vietnam Station as Chief, RI since January 1967. Subject was last promoted in 1958.

"As Chief, RI at Victoam Station, Subject is responsible for the supervision of eleven personnel engaged in highly diversified activities, all nabject to tight scheduling and deadlines. Examples of some of the diversified activities for which Subject is responsible are courier service throughout Victoam, cable secretariat functions and intelligence reports reproduction and distribution, in addition to the classic registry functions normally performed by a station registry.

"Subject has energotically applied himself to improving procedures within his Section and to the cross-training of employees under his supervision to provide flexibility in his operations. His efforts in these areas bore velcome fruit during the recent disturbances when his Section was placed on twenty-lour (24) hour duty for several weeks. During this period, while operating with a reduced staff and an ever-increasing workload. Subject kept all services operationally effective and on a timely besis with the exception of the in-country courier runs which were interrupted for a few days by circumstances beyond his control.

"Subject is a dedicated, conscientions and layal employee. He is cooperative, exercises initiative in accomplishing the tasks at hand and responds favorably to constructive criticism. Personnel in his section perform their duties in a friendly, courteous and efficient manner. Their attitude, which is an expression of the direction received, has been brought to the attention of the writer on numerous occasions by various Station personnel.

2

"Subject is an acknowledged expert in his chosen field. He constantly seeks out new methods, equipment and knowledge pertaining to his profession and is furthering himself academically through attendance at the local University extension. He has the background and drive to provide potential for assumption of more senior positions in his field. In view of Subject's strong performance, extensive overseas experience in a variety of situations and length of time in his present grade he is strongly recommended for promotion to the GS-10 level."

2. If promoted, Subject will occupy the position of 10 General, GS-11, Slot # 4984.

Chief, Vietnam Operations

4 March 1968

MEMORANDUM FOR: Chief of Station

SUBJECT

Recommendation for Promotion -

1. It is recommended that Subject be promoted from CS-09 to CS-10. Subject has been with the Organization since April 1952 and has served at Victnam Station as Chief, RI since January 1967. Subject was last promoted in 1958.

- 2. As Chief, RI at Victnam Station, Subject is responsible for the supervision of eleven personnel engaged in a highly diversified activities, all subject to tight scheduling and deadlines. Examples of some of the diversified activities for which Subject is responsible are courier service throughout Victnam, cable secretariat functions and intelligence reports reproduction and distribution, in addition to the classic registry functions normally performed by a station registry.
- 3. Subject has energetically applied himself to improving procedures within his Section and to the cross training of employees under his supervision to provide flexibility in his operations. His efforts in these areas bere welcome fruit during the recent disturbances when his Section was placed on twenty-four (24) hour duty for several weeks. During this period, while operating with a reduced staff and an ever increasing workload, Subject kept all services operationally effective and on a timely basis with the exception of the incountry courier runs which were interrupted for a few days by circumstances beyond his control.
- 4. Subject is a dedicated, conscientious and loyal employee. He is cooperative, exercises initiative in accomplishing the tasks at hand and responds favorably to constructive criticism. Personnel in his Section perform their duties in a friendly, courteous and efficient manner. Their attitude, which is an expression of the direction received, has been brought to the attention of the writer on numerous occasions by various Station personnel.

- 2 -

5. Subject is an acknowledged expert in his chosen field. He constantly seeks out new methods, equipment and knowledge pertaining to his profession and is furthering himself academically through attendance at the local University extension. He has the background and drive to provide potential for assumption of more senior positions in his field. In view of Subject's strong performance, extensive overseas experience in a variety of situations and length of time in his present grade he is strongly recommended for promotion to the GS-10 level.

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5 January 1966

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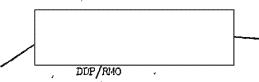
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MEMORANDUM FOR:	

- 1. The problem of effective management of the operational records of the Clandestine Services is one of our most important responsibilities. In this connection, you have been selected by your Division, and authorized by the Clandestine Services Records Committee, to act as Records Officer for your component. Your selection is based on your professional qualifications to carry out an assignment requiring experience, judgment, and a knowledge of the objectives of the Clandestine Services. A copy of this memorandum will be placed in your official personnel folder to record your appointment as Records Officer.
- 2. You are to act on behalf of your Division or Staff element in authorizing the destruction of material of no value to the Clandestine Services in accordance with criteria established for this purpose. You are empowered to authorize the destruction of documents and index cards recommended for destruction by other members of your Branch, and to desensitize KAPOK and RYBAT material which is no longer sensitive or which has been restricted in error. Your signature will be recognized by RID as that of an officially appointed Records Officer.
- 3. At the meeting of 16 December 1958 , you were briefed on the details of your duties as Records Officer. It is now considered that you will be able fully to execute your duties as Records Officer and thus make a real contribution to the CS Records Management Program.



cc: Personnel Jacket of Addressee

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Chief, WH Division
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31 January 1958

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1DY Service - M. Team

ACTION REQUIRED: Routing copies to Personnel files of employees concerned

vishes to make it a matter of record that the AI employees listed above served efficiently and well and were a fine addition to this station during their service here.

ACF/cpa

29 January 1958

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Name r CS Designation: DI Nature of Action: Reassignment I. o. (CI) Pos. Title: Grade: 08-7 68-7 Division: DDP/FI DDP/FE Staff: Branch 1 -RI Branch: Records Integration Analysis MH & Operations Sections Personality Files Analysis Mdqrai Washington -I & R Commont

VIA:	DISPATCH NO.
SPECIFY AIR OR SEA POUCH	COFIDENTIAL
n Andrews Control	CLASSIFICATION
damm	4.FEB.1955
Chief, FE	DATE:
FROM : Chief.	INFC: Chief, Support Mission,
SUBJECT: GENERAL Administ	rative/Personnel
SPECIFIC Recommen	dation for Promotion -
	The state of the s
1. It is recommended	
Subject extered on duty wit	h the 26 July 1954.
2. 2. prosently o	ccupies proposed Slot No. 21 which has been re-
commended as a GS-9 slot.	Subject has been in grade as a GS-5 since 6 June
	duties of his present assignment since 10 August
1954.	
a. Subject nea nad ap	proximately two years of experience in the maintena
of agent records. This exp	erience has ensoled him not only to assume his pres
responsibilities wath a min	imum of supervision, but also to initiate a complet the maintenance of the agent records of the
Mission Pro nurtially to	the efficiency of the system that he has initiated
	isam with which he approaches his work,
assumed the work load previous	ously handled by two individuals and at the same
time has maraged to keep his	
	. Described on the authorization
is conscient	tious, herd-working and more than willing to work
long beurs of overtime without	but additional compensation in order to maintain
his section on a current bas	sis. Subject individual devoted unusually long
hours to reestablish blancels	I during the recent move of this Mission to Japan.
On the tasis of work perform	mance and rotivation, subject is recommended as
justly deserving of promotic	in to GS-7.
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1. Nature and Jurpose of Nork:

My position is that of intelligence enclyst in the Personality File section of the Records Internation Branch. I am responsible for the maintenance of agent records and personality files.

2. Dutiegs

a. To raintain all agent records. This takes a good percentage of my time as it includes the following:

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) h	To refetate the RI and index equipment that all early recaived in RI and

- b. To maintain the RI card index, assuring that all cards received in RI are properly files and have the correct names and telecodes. \
- c. To analyze, card and file all documents forwarded to Personality Files; these includState Stationsemon, MOR's, Contact Reports; CC MFI Reports, MFIS's, various intelligence summaries, to.
- 3. Responsibility for the Nork of Others:

21/A

4. Scope w/ Effect of Work:

I am reconsible for making all ESM file checks. I must see that they are made out thoroughly, quickly and accurately. By check may decade the eutooms of hiring or refusing to hire a prospective agent or other employee for an operation or project.

5. Supervision and Suid nea Received:

I receive no linear supervision or guil now in latter sulating to the waintersuce of agent records. I receive over-all policy guilance from the Chief of Ri and some guidance from branch chiefs and case officers.

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6 Lintal Dearmiler

- a. Initiative: In order to maintain agent records properly, I must always keep alert for new ways to keep them up-to-date and meet any demands that may be made for drawing up new procedures for the maintenance of agent records.
- ... b. Griginality: To adopt new ways of maintaining agent records without losing control ever the flow of daily material.
- c. Judgment: I must decide what action should be taken on all regarding what information is to be sent to Houdquarters and

7. Fergonal Work-Contacts:

I must maintain close personal contact with all case officers and branch chiefs in order that I may maintain up-to-date agent records.

8. Others

I must maintein files of all documents routed to Perconality Files. Also I must resolve problems the branch chiefs or case officers may have in regard to agent records.

Also, I have recently established a 201 agent record system for the Mission and am responsible for its continual maintenance.

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- 3. English Unago
- Office Practice
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High School Graduate, 2 years of Business College

Treasury Dept., Accounting Clerk, OS-2, May 1950 to Jan. 1952 OS-3, Jan. 1952 to April 1952

OSO/RI, File Section, File Clerk, GS-3, 21 April 1952 to 17 Aug. 1952 GS-4, 17 Aug. 1952 to 16 Warth 1953 DDP/FI/RI, Consolidation Section, Mail & File Clerk, GS-4, 16 Warch 1953 to present

Chief, RI

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JUL 1950 37-3

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EL TO: BELEASING CROANIZATION-You are From 11 May 1950 to 19 April 1952 Piscal Acet. Clark CS - 3 \$2950.00 per annua SUPERVISOR: Miss Ryan U.S. Trendury Copartment Ponnsylvania Avenue Washington, D.C. PLEASE PORVARD FIRE AND LEAVE RECORD TO:

NOTE

If this address is not the correct one to which future inquites should be mailed, he sure to treett the correct address under item 20s.

IN WINCOW ENVELOPE

23. Return to: EMPLOYING ORGANIZATION

FORWARD DIFICIAL PERSONNEL POLOER TO ស. ស. ជ. អញ្ញាំនេសច. ETNIBAL INTELLIGENCE AGENCE 24.12 C STREET, N. W. WASHINGTUN BB Ck Co

To: RELEASING ORGANIZATION-You are reques THOM 11 May 1950 to April 1958 Fiscal Acct. Clerk (S 3 \$2950.00

U.S. Treasury 14pt.
15th & Penna. Ave H.W.
Washington D.C.

NUIE

If this address is not the correct and to which future inquiries should be to which future to insert the correct mailed, he sure to insert the correct address under item 18s.

FOLD HERE FOR MAILING IN WINDOW ENVELOPE

Return to: EMPLOYING ORGANIZATION

Centro E. Molcon 2430 B Street N.W. Washington D.C.

By 1150 was forwarded by your office In May 1952. Since this copy has been detached from our files it is requested that you forward a copy of .. seems to the address at left.

		2. DATE
960 ZY		22 April 1952
tice of Final Processis	ng of Applicant for Entrance	on Duty
PARE		. CHTRANCE SALARY
		\$2950.00
		6. GRĀĆE
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and Security and made	ssigned to duty with your off	

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APR 4 1952

Pour employment has been approved by this Aconsy at 3 per annua, subject to the satisfactory completion of additional presenting on the day you enter on duty. It is requested that you report to the Receptionist, East End of Temporary "I" billding located at 17th and Independence Avenue, 3. W., at 8130 a.m. as soon as possible.

Please advise Mrs. From, 2430 "E" Street, N. V., by talephone, Executive 6115, Extension 3693 of your exact reporting date.

	Cinearaly yours,
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	Feredulat Division
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CENTRAL INTELLIGENCE AGENCY 2430 E STREET NW. WASHINGTON 25, D. C.

22 March 1952

In reference to your application for employment, this letter is to assure you that the processing of your papers as a C3-3, \$ 2950 per annum is being continued by this agency. A definite offer of employment cannot be made, however, until such time as all processing has been completed.

The processing is a rather lengthy one; but when further information is available, we shall get in touch with you immediately.

In the meantime, it would be appreciated if you would advise us of any change in your present status, such as change of address, etc.

Your continued interest and patience are appreciated.

Very truly yours,

Personnel Division

OUTGOING CLASSIFIED MESSAGE

PAGE NO

CENTRAL INTELLIGENCE AGENCY

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BUILDING, 17TH AND INDEPENDENCE AVENUE, SOUTHWEST, WASHINGTON,
D. G. AT \$130 A.M. ADVISE HE'S. BROWN 2430 "E" STREET NORTHWEST,
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CENTRAL INTELLIGENCE AGENCY 2430 & STREET NW. WASHINGTON 25, D. C.

20 Fabruary 1952 In reply refer to ED-4

This is to advise that actual processing of your application for employment with this Agency has been initiated. Specific details as to the type of appointment and salary will be contained in subsequent correspondence. Please direct all future correspondence to the undersigned.

If applicable, the attached form should be completed and returned within two weeks. Thank you for your prompt attention to this matter.

> Very truly yours, Personnel Division

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CERTIFICATE OF ATTENDANCE

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FORT NO. MAY 1980 37-115

TO:

Medical Division

FROM:

Transactions & Records

SUBJECT:

Request that above maned subject be given a physical examination.

Position: . File Clerk

CRAPE:

GS - 3

BRANCH:

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Maries of Appointment:

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FORT 10. 57-115

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	Processing and Records Branch File Section
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Office Memorandum. UNITED STATES GOVERNMENT

DATE: 8 Feb. 1952

FROM:

SUBJECT:

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January 12, 1952

Dear 31r:

I received your letter dated January 5, stating that I was to inform you of any changes in my present status.

I am now a grade 33 2 with an one year increase. I am now being considered for a grade 33 3 in the Treasury Dept. I assure you; this does not lesson my zeal to get in the C.I.A.

I would like to know if your Agency would transfer or consider me for appointment at a grade 95 3.

Bincerely	yours,	•

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FOSH BO: 37-104

SECURITY INFORMATION ...

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The appointment, if offered, will be temporary indefinite in nature. Processing procedures require about 30 days to complete. Unless you are notified to the contrary during this period, you may assume that you are being actively considered for employment. Upon completion of this processing, we will contact you immediately.

In the meantime, it would be appreciated if you will keep us advised of any changes in your present status, such as change of address, etc.

Please let us know immediately if during the interim you find that you will not be able to accept employment with this organization.

Very truly yours,

Chief, Personnel Division

S

Charles No
REQUEST ON SECURITY CLEARANCE
SECURITY INFORMATION 4 JAN. 1952
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(LERK
LOCATION (OFFICE) CODE DIVISION CODE BRANCH CODE
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FORM NO. 37-104 Jun 1951

Office Memorandum • UNITED STATES GOVERNMENT

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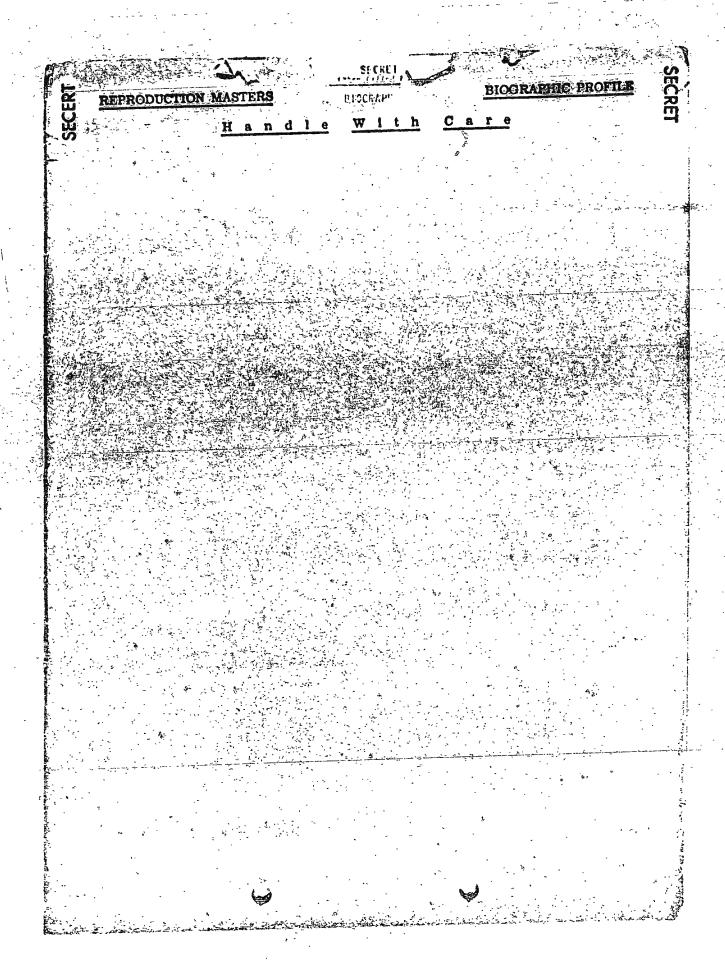
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.MEMORANDH! To: rersonnel Division Central Intelligence Agency 2030 "E" Street, N. W. Washington, 25, D. C.

DEC 3 1951

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TO: CHIEF, CONTRACT PERSONNEL DIVISI	CHEL PAGE TO THE P
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ASCERTAIN THAT State W-2 BEING ISSUED.	RETURN ALL OFFICIAL DOCUMENTATION TO CCS.
SUBMIT FORM 1322 FOR ANY CHANGE AFFECTING THIS COVER. (#R-240-20)	DO NOT BRITE IN THIS BLOCK . FOR CCS INTERNAL USE ONLY
SUBMIT FORM 1323 FOR TRANSFERRING COVER RESPONSIBILITY, (HR-240-20)	
SUBMIT FORM 2688 FOR HOSPITALIZATION CARD	
EMARKS AND/OR COVER HISTORY	
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EFFECTIVE CATE OF PAY ADJUSTMENT: 13 CCTOBER 1974

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EFFECTIVE DATE OF DESIGNATION: DI HAY 1974.

MPAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE ORDER-11739 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCE DIRECTIVE DATED OB OCTOBER 1962.

EFFECTIVE DATE OF PAY ACJUSTMENT: 14 OCTOBER 1973

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"PAY ACJUSTMENT IN ACCORDANCE WITH 5 U.S.C. 5385 AND EXECUTIVE ORDER 11691 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED OF DCIGBER 1962."

EFFECTIVE DATE UP PAY ACJUSTMENT: 07 JANUARY 1973

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EFFECTIVE DATE OF PAY ADJUSTMENTE 9 JANUARY 1972

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MPAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-656 AND EXECUTIVE ORDER 11576 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIÀ ACT OF 1749, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962.

EFFECTIVE DATE OF PAY ADJUSTMENTS TO JANUARY 1971

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EFFECTIVE DATE OF PAY ADJUSTMENT! 14 JULY 1968

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EFFECTIVE DATE OF PAY ADJUSTMENT! 8 OCTOBER 1967

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PPAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-504 PURGUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949. AS AMENDED, AND A-DCI DIRECTIVE DATED B OCTOBER 1962.

EFFECTIVE DATE OF PAY ADJUSTMENTS 3 JULY 1966

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EFFECTIVE DATE OF PAY ADJUSTMENTS 19 OCTOBER 1965

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ADJUSTMENT OF SALARY RATE IN ACCORDANCE WITH THE SCHEDULES OF THE GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964 PURSUANT TO THE AUTHORITY OF THE DIRECTOR OF CENTRAL INTELLIGENCE AS PROVIDED IN THE CENTRAL INTELLIGENCE AGENCY ACT OF 1949, AS AMENDED, AND POLICY DIRECTIVE ISSUED BY THE ACTING DIRECTOR OF CENTRAL INTELLIGENCE DATED 8 OCTOBER 1962.

SALARY CONVERTED TO RATE SHOWN FOR INDIVIDUAL'S GRADE AND STEP AS INDICATED IN CHART BELOW.

# GENERAL SCHEDULE RATES Federal Employees Salary Act of 1964

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<b>GS-1</b>	\$3,385	\$3,500	\$3,615	\$3,730	\$3,845	\$3,960	\$4,075	\$4,190	\$4,305	\$4,420
GS- 2	3,680			4,055	4,180	4,305	4,430	4,555	4,680	
GS- 3	4,005	4,140	4,275	4,410		4,680			5,085	5,220
GS- 4	4,480	4,630	4,780	4,930	5,080	5,230		5,530	5,680	5,830
GS- 5	5,000		5,330	5,495	5,660	5,825		6,155	6,320	6,485
GS- 6	5,505	5,690	5,875	6,060		6,430	6,615	6,800	6,985	
GS- 7	6,050		6,450	6,650	6,850	7,050		7,450	7,650	
GS- 8		6,850	7,070	7,290	7,510	7,730		8,170	8,390	8,610
GS- 9	7.220	7,465	7,710	7,955	8,200	8,445		8,935	9,180	9,425
GS-10	7,900	8,170	8,440		8,980	9,250	9,520		10,060	
GS-11	8,650	8,945	9,240					10,715		
GS-12	10,250	10,605	10,960	11,315	11,670	12,025	12,380	12,735	13,090	13,445
GS-13	12,075	12,495	12,915	13,335	13,755	14,175	14,595	15,015	15,435	15,855
GS-14	14,170	14,660	15,150	15,640	16,130	16,620	17,110	17,600	18,090	18,580
GS-15										21,590
GS-16						22,210	22,865	23,520	24,175	
GS-17		22,195	22,945	23,695	24,445					
GS-18	24.500			· · · · · <b>I</b>					<u> </u>	

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IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87-793 AND DCI MEMORANDUM DATED 1 AUGUST 1986, SALARY IS ADJUSTED AS FOLLOWS. FFFECTIVE 5 JANUARY 1964.

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12 JANUARY 1958 AUTHORIZED BY P. L. 85 - 462 AND QCI

DIRECTIVE. SALARY AS OF 15 JUNE 1958 ADJUSTED AS FOLLOWS

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AFY APRIL 1965

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Page 9 of 36 pages

U ed in lieu of SF-52 and/or SF-50 to document the following types of personnel actions involving no change in grade or salary: (a) Change in title (b) Change of position number (c) Reassignment within Division without series code change (d) Reassignment within Division with series code change. (Note: For action (type d) a S -50 will be prepared for vouchered positions from information on this form.

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U-Unsatisfactory  Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of statement of the consultant of the second control of the consultant of the second control of the consultant of the second control of the consultant of the second control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control of the control	se action on taken
or proposed in Section D.  M-Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remodile	
taken or recommended should be described.  Proficient Performance is solistactory. Desired results are being produced in the manner expected.	
Strong Performance is characterised by exceptional proficiency.	
— Custranding Performance it to exceptional in relation to requirements of the work and in comparison to the performance of others doing weith as to warrant special recognition.	j · similor
SPECIFIC DUTIES	
17, up to six of the most important specific duties performed during the roting period, insert rating letter which best describes the manner in which empl	
erforms EACH specific daty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated etr ability to supervise (indicate number of employees supervised).	l on
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aining Statt files and necessary card indices; receiving, distributing and dis-	
patching correspondence to and from the Staff; and processing requests for file	0
PECIFIC DUTY NO. & CCS Records Management Officer Responsible for overall management	DHITA
or CCS records management program. Monitors developments in DDO records manage-	
ent policies and procedures; maintains liaison with ISS and DDO Records Manage-	0
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SECTION D		NARRATIVE COM	MENTS		
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ECTION 8 QUALIFICATIONS UPDATE				
QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WOOD "NO	O THIS REP	PORT, PLACE BOX AT R	E THE RIGHT.	NO
ECTION C PERFORMANCE EVALUATION				
- Unantistatory  Performance is sinacceptable. A rating in this category requires immediate and positive could range from countering, to further training, to placing on probation; to require immediate or proposed in Section 0.  Marginal Performance is deficient in some aspects. The reasons for assigning this rating should be	nd or to sup	eration. Des	cribe octi	oja taju
taken or recommended thould be described.	. 2000-00 16 7	manon n and	a tamaan	н систер
-Proficient Performance is satisfactory: Desired results are being produced in the manner expected.		•	-	
Strong Performance is characterized by exceptional profittierry,  —Outstanding Performance is no exceptional in relation to requirements of the work and in comparison to	o the mide	mance of ou	hárs dala	الأعسلوني
work as to warrant special recognition.	יטייטק שווי ט	arbite of oil	ners series	g
SPECIFIC DUTIES	. []			
t up to six of the most important specific duties performed during the rating period, insert rating letter which bed forms EACH specific duty, Consider OHLY effectiveness in performance of that duty, All amployees with supervi ir ability to supervise (indicate number of employees supervised);	describes the	monner in w bilities MUST	hich empl I be rate	a <del>jeo</del> 1 on
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# SECRET CLASSIFICATION

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SECTION D	NARRATIVE COMMENTS	
	nesses demonstrated in current publican keeping in proper perspective filter relationship to averall performance	
	t work performance. Orze recommendations for training, Comment on foreign language competence, if require Hangs given in Section C to provide best basis for determining future personnel action. Manner of performa	
	cost consciousness in the use of personnel, space, aquipment and funds, must be commented on. A applica	
	han D. attach a separate sheet of paper.	
After a short over	erlap with his predecessor, assumed his responsibil	itios
	CCS, on 3 October 1973 - roughly nine months ago. In this	
	sible, overall, for CCS registry and records management activ	Ĺ
	upervision of seven other individuals. As could be expected t	
	of his past fitness reports. quickly took hold, and	
	is new responsibilities in an exemplary manner. Despite the	
	files with which he was required to become familiar, early or	ho
	cleaning out, consolidating, and retiring files as appropriate	
	ting the indexing system for individual and project files, and	
	ee workloads. He also reorganized the placement of file machi	
	e counter to achieve greater employee comfort and efficiency i	
	rsonnel. Although his task as Staff Security Officer is a	" ".
	also reorganized, simplified and re-wrote the security check	:
and duty officer roste		1
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Indicative of the	work which he supervises are selected Registry statistics fo	r I
	nts filed, 8200 files pulled (and re-filed) for Staff officer	
use, 6642 cables proces	ssed and distributed, 9900 facility and name searches, 2353	- 1
	index cards made and filed, and 200 new files opened. During	· I
his nine months with Co		
SECTION E	CERTIFICATION AND COMMENTS	
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Fitness Report	
SECTION D NARRA	TIVE COMMENTS (continued)
but has been req Records Clerks.	lired, due to a turnover in personnel, to train three new
	en since the start of his tour with CCS include Operational , ADP I, Forms Management Seminar, and Forms Analysis and
records manager	s proved to be a conscientious, hard-working and thoughtful and supervisor, and CCS is glad to have him aboard. I am sure ords inventory will provide statistical evidence of his ousecleaner."

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SECTION C .	NARRATIVE COMMENTS
overall performance. State sugge on foreign language competence, basis for determining future persi in the use of personnel, space, a Section C, attach a separate shee	this officer and concruded to believe after a
high degree of eff	ectiveness and accomplishment. He has concentrated on
improving our reco	rds holding standards and on purging irrelevant and ou
for the Chief of Co	ay 1972 he began a monthly series of progress reports
of these reports the	tation outlining the month's accomplishments. Copies arough January 1973 were sent to Hqs in OFRT-18014 and
18015 dated 9 Feb	73. These reports clearly show this officer's focus
on records manageme	ent activities, his ingenuity and agressiveness in
launching programs	of review of files and his tireless efforts in reduc-
ling Station holding	is to a practical and uscable minimum. His records :
inventory as of Sep	tember 1972, reporting a total reduction in excess
or 85 feet, speaks f	or itself. His next report also promises to show
dramatic reductions	hows a sense of professional responsibility and deter-
mination in the oft	neglected function of records management, deeper and
more intense than a	ny other witnessed by the rating officer in his career
He performs his oth	er duties as Chief, Registry with an equally high
degree of effective	er duties as Chief, Registry with an equally high ness. Subject officer may have been inadvertently to
niding his talents	under the proverbial bushed basket by having remained
in the field for so	long. It is the rater's hope that ilqs now has
tion The magnitude	has discovered his potential for greater responsibili
having had a tour	in this Station are tremendously improved for his We are certainly glad he came.
SECTION D	CERTIFICATION AND COMMENTS
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S-Strong O-Outstanding		octerized by exceptional proficial septional in relation to requirem secial recognition.		werk and in co	mparison tá	the parts	rmoose of	others d	oing similar
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SECTION C	NARRATIVE COMMENT	rs
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SECTION D	CERTIFICATION AND COMME	ENTS
SECTION D	CERTIFICATION AND COMME	NTS
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11. DATE REPORT	DUE,IN O.P.		July 197			ember 19	71
SECTION B		PERFORMANCE EV			***************************************		
U-Unsatisfactory M-Marginal P-Proficient	Performance is unacceptable. A ra- could range from counseling, to fu- or proposed in Section C. Performance is deficient in some on taken or recommended should be & Performance is satisfactory. Desired	rther training, to placing of pects. The reasons for assi- escribed: results are being produced	on probation, to re-	ossignment	t or to sep	aration. Describe	action taken
O-Outstanding	Performance is characterized by ex- Performance is so exceptional in rel- work as to warrant special recogniti	ation to requirements of th	e work and in com	parison to	the perfor	mance of others	doing similar
21.		SPECIFIC DE	ITIES				
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ermance of specifi orticular limitation	verything about the employee w c duties, productivity, conduct s or talents. Based on your ki we rating box carrasponding to I	hich influences his of t on job, cooperativer newledge of employee	factiveness in h loss, pertinent 's averall perfo	is curron personal	traits or the primal	habits, and a rating period	RATING LETTER
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SECTION C	NARRATIVE CO	MMENTS
on foreign language competents of foreign language competents of the competents of t	receil reduced for correct processors. Amplifered for control for the control for	position keeping in proper perspective their relationship to performance. Give recommendations for training. Comment of the provider between the property of the provider between the monagarial or supervivor, dutes and cost consciousness and provider in registry work. He is any but most important, he is new procedures, or revising old y service to this Station. He and confident and persuasive in this Station. Shortly after his distribution of the cables, and purpose. Immediately following and ing correspondence and titudinous files at this Station or reasonable and appropriate ficer has taken charge of the stationed as tindeed satisfied with his
performance.	The state of the s	
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Deputy Chief of Station

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S-Strong	Performance is cha			-, -	• '					
O-Outstanding	Performance is so a	sceptional is	relation to requ	irements of th	ne work and in c	comparison to the	e perform	ance of	others doi	ng simil
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Reviewed by OP/SED/PPB

SECTION C	NARRATIVE COMMENTS
overell performance. State sugge on foreign language ecompetence, basis for determining luture person in the use of personnel, spuce, a Section C, attach a separate shee	weeknesses demonstrated in current position keeping in proper perspective their relationship to sations mude for improvement of work performance. Give recommendations for training: Comment if required for current popition. Amplify or explain rotings given in Section B to provide best poned action. Mingrar of hethoryperfield in hyperial for supervisory duties and cost consciousness automated and lands, and the commented provide popicable. If extra space is needed to complete it of puper. made a survey of the Augean stable that the
files had become ove	r many years of shifts in personnel and changes of direction.
	wngraded, and retired approximately 350 Top Secret docu-
	te Project and Subject files and copies destroyed. At the
	ere was not one Top Secret document on the Branch. He devised,
	FI/D, and carried out a new procedure for the downgrading of
	om Top Secret to Secret so that it could be retired. He retired
	ject, 25 Subject, and fifty 201 files. He surveyed the
	es and discovered that there were a total of 93 of which iy were
	osed 47 of the remainder and left 25 open and arranged for
	the material in the open files prior to I January 1971. He
	an files dating back to the early 1950's. All in all, out of 76
	ed with CS material, he retired 36 feet of files leaving a cata-
	hing is or has been sent. A remarkable record (and done with
	d. Branch dislocation)!
	ch a short time speaks eloquently of how he went about his
	he accompanying memorandum of recommendation for promo-
	er has known him over fourteen years and has the unvarying
	a quietly competent, diligent, reliable, self-reliant individual.
unpression of nun as	a quietty competent, diligent, reliable, self-reliant individual. /continued/
SECTION D	CERTIFICATION AND COMMENTS
1.	BY EMPLOYEE
	RTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT
OATE.	SIUNATURE OF EMPLOYEE
A	Subject now in Rome Station
2 MONTHS EMPLOYER HAS BEEN	BY SUPERVISOR IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, UIVE EXPLANATION
ANDER MA SONERABION	
4 months	See above
DATE	OFFICIAL TITLE OF SUPERVISON TYP
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27 July 1971	ADC/EUR
	BY REVIEWING OFFICIAL
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	I concur in the above evaluation. Subject turned in
most impressive pe	riormance during his brief time
most impressive per argely as a result	I concur in the above evaluation. Subject turned in riormance during his brief time of his enthusiasm and initiative, the Branch was able never been accomplished before: a complete overhaul,
most impressive per argely as a result of a achieve what had a leaning, purging, a	riormance during his brief time of his enthusiasm and initiative, the Branch was able never been accomplished before: a complete overhaul, and restructuring of its filing system. To his credit,
most impressive per argely as a result of a achieve what had a leaning, purging, and ubject has a keen ap	riormance during his brief time of his enthusiasm and initiative, the Branch was able never been accomplished before: a complete overhaul, and restructuring of its filing system. To his credit, appreciation for operational requirements and all of
most impressive per argely as a result of o achieve what had a leaning, purging, and ubject has a keen and his work was done wi	riormance during his brief time of his enthusiasm and initiative, the Branch was able never been accomplished before: a complete overhaul, and restructuring of its filing system. To his credit, appreciation for operational requirements and all of ithout sacrificing the future utilization of information
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most impressive per argely as a result of achieve what had a leaning, purging, an ubject has a keen applied that work was done with the past of the pa	of his enthusiasm and initiative, the Branch was able never been accomplished before: a complete overhaul, and restructuring of its filing system. To his credit, appreciation for operational requirements and all of ithout sacrificing the future utilization of information; on the contrary, the efficient use of this material that it will surely be reflected in our future operation and unique contribution to make or any other. The Station is fortunate to have nimhis presence
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You give him a job and need not worry about whether or how it will be done.

The job offered no opportunity to observe his supervisory capabilities. He is cost conscious and security conscious.

Fitness Report (continued)

SECTION D.3. (continued).

in Headquarters. The importance of his contribution and his personal initiative and efforts should be rewarded by a promotion.

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•	FITNESS REPORT				12.00	LOTEE SERIA	
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11. DATE REPORT		12. 8	PORTING PE		to-)		
30 Novem	ber 1970	30	June 1	970 -	1-8 N	ovember	1970
SECTION B	PERFORMANO					OTCHOLA_	
U-Unsatisfactory	Performance is unacceptable. A rating in this categor could range from counseling, to further training, to p or proposed in Section C.						
M-Morginal	Performance is deficient in some aspects. The reasons taken or recommended should be described.	. •	•		ted in S	ection C and rea	nedial actions.
P-Proficient	Performance is totaloctory. Desired results are being p		in the manner e	pected.			
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has demonstrated of him held by h fully knowledgea	that he merits in is previous superv ble of Registry pr	on under my supervision, Subject full measure the high opinion visor. Conscientious, careful, cocodures he has gono about his
need for constanted requests and has is an intelligent in Keeping his su	t supervision. He an excellent sens t and concerned su upervisors briefed	ly proficient way without the is prompt in his response to e of "get the job done". He porvisor who has been meticulous on personnel and other problems Registry. He appears fully
capable of assumi	ing larger respons	ibilities in the records field. bject's family situation pre-
cludes his stayir	ng for another tou	r.
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SECTION D	CERTIFICATION	I AND COMMENTS
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ECTION B PERFO	RMANCE EVAL	MOLTAL	-		
U-Unsatisfactory Performance is unacceptable. A rating in this could range from counseling, to further training or proposed in Section C.	ing, to placing on pro	bation, to real	ingament of	to separation. Des	cribe action taken
M-Marginal Performance is deficient in some aspects. The taken or recommended should be described. P-Proficient Performance is satisfactory. Desired results are		- Maria		d in Section C and	l remedial actions
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he into account everything about the employee which infli- mance of specific édities, productivity, canduct on job, ticular limitations or talents. Histed on your knowledge ce the letter in the retury bas corresponding to the states	vences his effecti , cooperativeness, of employee's o	raness in his partinent p	e distribution of the second	ets on habits, as ing the taking se	જો હોં જારુન,
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SECTION C

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SECTION D	CERTIFICATION AND COM BY EMPLOYEE	MENTS
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SECTION C		HARRATIVE	COMMENTS

theorem significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to everall performance. State suggestions made for improvement of work Philotophea. Give recommendations for training. Comment on hereign language comparance, it required for current position. Amplify or original retings given in Section B to provide best has determining future personnel action. Mannet of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, it applicable. If axira space is needed to complete Section C. attach a separate shoet of paper.

This is Subject's final Fitness Report as Chief, Registry at Vietnam Station. He has worked long and hard but can look with pride at the many accomplishments that he has effected during his tenure. He will depart leaving a sound and well-functioning organization. His planning has been effective and his cross-training and development of the personnel under his supervision have been fully productive.

During this period, his unit has experienced heavy increases in workload and assumed new or additional functions with no reduction in the service provided to Station components.

Subject has been responsible for many work saving innovations, procedural changes and a thorough updating and revamping of the highly important registry reference records,

The personnel under his supervision display enthusiasm and dedication in their work. Their pleasant manner is a reflection of Subject's management ability.

Subject performs his managerial and supervisory duties in a highly professional manner. He knows systems, writes lucid and concise procedures and reacts positively to situations. He is a "Doer".

SECTION D	CERTIFICATION AND CO	DAMENTS
1.	BY EMPLÖYÉE	
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NARRATIVE COMMENTS, Section C. (Continued)

I have enjoyed serving with Subject, wish him success at his next post and look forward to serving with him again,

Subject is cost conscious.

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SECTIONS

NARRATIVE COMMENTS

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Subject has done an excellent in integrand 20ng the layout and arranging the work flow in the new Station Registry. As a result, his unit has been operating on a fully effective and productive basis, even during the recent emergency when certain workloads increased several hundred per cent. In operation and physical appearance the Station Registry may be considered a model registry.

He is very cooperative and works well with other offices in solving mutual problems or setting up new requirements.

Subject is industrious and dedicated and willingly works long hours to meet the daily demands of his position. He performed in an exemplary manner while working for an extended period under stress during the recent emergency.

Subject is a pleasant, dependable individual who is anxious to do the best job possible in a demanding and vital position at the Station.

He is properly cost conscious in the use of personnel, space and equipment.

CEDTICICATION AND CONVENTE

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CTION C	NARRATIVE CO	MEN
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Subject is responsible for the supervision and operation of one of the more diversified and complex field registry operations in the Organization. He is thoroughly knowledgeable and experienced in registry practices. Subject is a dedicated and hard working officer who will apply himself diligently to individual registry activities. Such diligent application occasionally causes him to overlook his overall supervisory role, the supervision and management of eleven personnel and the responsibility for providing a wide variety of services, locally and in-country. In the press of his activities, he does not always employ a high degree of tact in dealing with his subordinates. In this context it should be noted that he is performing proficiently in a position well above his present grade level.

During the past several months, the Section has undergone several changes and assumed additional functions under his guidance.

Subject is cost conscious in the use of supplies and equipment in his Section.

Subject is attending evening courses leading toward his degree to futther himself professionally.

SECTION D		CERTIFICATION AND COM	MENIZ
1.	BY EMPLOYEE I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT ATE SIGNATURE OF EMPLOYEE 14 Aug 1967 /8/		
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15. May 1967

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SECTION C	NARRATIVE COMME	NTS
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of exceptional profic	lency for the past year. He	welcomes hard work, is able to fill
in for any absent me	mber of his unit and keep up	his own work as well. He continues
		These have been particularly
welcome during the	past year in view of the imper	iding move of the Registry to a new
location	The slight tendence	y to be arbitrary mentioned in the
		reporting period. In view of this
	rformance over the past year	, he is being recommended for
promotion to GS-10.		·
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SECTION D	CERTIFICATION AND COM	MENTS
	BY EMPLOYEE	in the state of th
10	ERTIFY THAT I HAVE SEEN SECTIONS A, B,	AND C OF THIS REPORT
DATE 10 C-4 C2	SIGNATURE OF EMPLOYEE	
10 Sept. 63	NY SUPERVISOR	
MONTHS EMPLOYEE HAS BE IN	IF THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOYEE, GIVE EXPLANATION
INDER MY SUPERVISION		
	4	
DATE	OPPICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED HAVE AND SIGNATURE
10 Sept. 63	Chief, Ops Support Staff	/5/
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		employee has not let the halm during this period
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and confidence ar	o "musts" and while ther	e are quite naturally small
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	Deputy Chief of Station	1 16.27 :

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CAREER-P	BOAISIC	MIL (See Instru	etlone :	· Section C)	×	ANNUAL		1	1 E A S	HENNEN	PEMPLOYEE
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II. DATE REPORT	OUE II	4 O.P.	,	•	ī	Oct 61 -		-	•		
SECTION B				PERFORMANC					***********		
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P - Proficient			than s	attalactory. Desire	d roault	s ere boine pro	duced in a	proficie	nt ma	nnet.	
S - Strong				ed by exceptional pr							
0 - Quistonding	Perfor	mance is so ex	coption	nal in relation to re to warrant scenial	witeme	nts of the work	and in com	parlson	to th	e perform	manco of
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the		***************************************				***************************************	Station	•			P
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PECIFIC BUTYING.	. 5,	a a september company donorma processor de la company de la company de la company de la company de la company	A pha ang Phinai hauman	ennega sama regi anguntada pilik suntigantitikan tidak silikas dah			aphining sales to resonant room degrees.	5 √ ************************************			RATING LETTER
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SECTION C	MARRATIVE COMMENTS
overall performance. State suggi an foreign language competence, busis for determining future pers	weaknosses demonstrated in current position keeping in proper perspective their relationship to estions made for improvement of work performance. Give recommendations for training. Comment if required for current position. Amplify or explain ratings given in Section B to provide best onnel action. Manner of performance of managerial or supervisory duties must be described. If
He has abundant e of the efficiency o take over any job supervisor, he had This may be due to	of theRegistry this employee has performed well. nergy and constantly comes up with ideas for the improvement f his unit. He welcomes hard work and is able to fill in and in his unit and keep up with his own duties as well. As a s a slight tendency to be arbitrary when convinced he is right. the fact that the Registry frequently operates under conditions the recent reorganization, reduction, and relocation of the
Station. The Stati	on has been required to get the job done with fewer people and lit working conditions.
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SECTION D	CERTIFICATION AND COMMENTS
	BY EMPLOYEE
25 Oct. 1962	THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT
2.	BY SUPERVISOR
MONTHS EMPLOYES HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYER, DIVE EXPLANATION
DATE	OPPICIAL TITLE OF SUPERVISOR TYPED OR PRINTED NAME AND SIGNATURE
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COMMENTS OF REVIEWING OFFICIAL	· -
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f 8.	CAREER STA		₩ ₩ <i>У ₽</i>	***************************************	9.			TYPE	PRE	PORT				- Control of Lawrence
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10. DATE REPORT DU	IN QUE.	11. REPORT	_	TO	SPE	CIAL (Speci	(y)							
SECTION B		EVALUAT			MANO	TE OF SPI	FCIFIC I	HITIF	\$			-		T
														
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SECTION E	NARRATIVE DESCRIPTION OF	F HANNER OF JOB, PEPI	FORMANCE "CI.	
Stress strengths and weakn	ities demonstrated in current positi	ic. Indicate augustlady ma	the to employee for Improve	ment of his
work. Give recommendation	ns for his training. Describe, if app	enstants, his patential for del	telography and for accoming	greater re-
sponsibilities. Amplify or e	asplain, if appropriate, retings given	n in SECTIONS B, C, and D t	to provide his figure besis to	ır determining
futura parsonnal actions.			"" bI	
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Ratce has been in charge of station registry since 2h Allinog.1. This has been a period of drematic energy in the station and especially in our paper management. He has responded well to these changes and shows a degree of adaptability that bodes well. His handling of our recent "holdings" inventory, his unceasing efforts to reduce unnecessary holdings, and his knowledge of his business (ki) have nade him a valued addition to our shrinking team. In this short rating period there has been little opportunity for me to observe his supervisory abilities, but the lack of any problem on this count coming to my attention means to me that he is doing well. Another six months should tell us more on this score.

SECTION F	CERTIFICATION AND	COMMENTS
1.	by employe	
	I certify that I have seen Sections A, E	B, C, D and E of this Report.
DATE	SIGNATURE OF SUPLOYER	
5 000 62	Name 12	
2.	BY SUPERVISE	08
MONTHS EMPLOYER HAS BEEF UNDER MY SUPERVISION	i fr this report has bot been sho	S TO EMPLOYER, GIVE, EXPLANATION
TO THE REAL PROPERTY AND ADDRESS OF THE PROPERTY OF THE PROPER	IF REPORT IS NOT BEING HADE AT TO	IS TIME, GIVE HEASON.
EMPLOYEE UNDER MY SU	PRRYISION LESS THAN 30 DAYS	REPORT MADE BITHLY LAST TO DAYS
OTHER (Speoliv):		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED HAME AND SIGNATURE
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	RRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE
work. Give recommendations for	is demonstrated in current position. Indicate suggestions made to employes for improvement of his whis training. Describe, if appropriate, his potential for depolygoping व्यवस्थित्वे क्षेत्री के प्रवेतिकार प्र ain, if appropriate, ratings given in SECTIONS B, C, and D to provide the bast basis for determini
guy tank ta	an excellent records officer. His interest in the subject
Subject 18	ance in carrying out tasks connected with bit have worth or by
and mis persever	in his own work, but have kindled enthusiasm and interest
produced results	ion in developments in Agency records management. He has
been able to ten	rove records within the Division with a great Aledi W success,
page abie to imp	time avoided the usual aversion to records responsibility
and at the same	mphasis on records creates in the case officer. His ability
to got along val	l with others is important in his liaison function.
to got atong wer.	T # Toll Oditors vo Turbor ourse and management and and and
	work on the vital materials program in the last year has
regulted in a muc	ch more realistic program for the Division. The creation and
44444444 water	date retention of vital materials has for some time been
a moblem for whi	ich little solution could be found. It appears that the
present program b	will result in vital materials which will be current and
usable if needed.	
Subject is a	at present assigned to a part-time detail in MMU. This should
halp to broaden h	his knowledge of new approaches in the records field. A/EXO/DDP
has expressed his	m is a second of the second of
is doing on this	detroil a significant which recognize the Vincele I
le l	work during the last well was the backs for a commendation of
the Division's re	scords program by COP attractory performance.
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SECTION F	CERTIFICATION AND COMMENTS
	BY EMPLOYEE
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under my Supervision	
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10. DATE REPORT DUE	1959	REPORTIN	30 84	159 m	SPECIAL (Spec		1	,			
SECTION B	E <u>v</u>	ALUATIO	N OF P	ERFORA	AANCE OF SP	ECIFIC	DUTIES				andrio Vila Managari airana
List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All amployees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).											
1 - Unsatisfactory	2 - Barely	odequate	3 - Acc	epteble	4 - Competent	5 · Exc	tnelle	6 - Super	ior 7	- Oute	tanding
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re implement	cation of	recoras	mgr	RATING	SPECIFIC DUT		-	····			RATING
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	personnel in records mgt pro-						5				
SPECIFIC DUTY NO. 3				RATING	SPECIFIC DUTY	NO. 6					RATING
Planning and Division vit			ram	4	Guidance	in al	l reco	rds pr	oblema	3	5
SECTION C	EVALUAT	TION OF C	YERAL	L PERF	ORMANCE IN	CURRE	NT POS	TION			1
Take into occount every duties, productivity, cor your knowledge of empl statement which most or	iduct on lob, co ayon's avaiail	ooperativea performance	ess, pert during	inent pers the rating	ional traits or h	obits, par	ticular li	mitations	or talen	ts. Be	naber
2 - Perform 3 - Perform 4'- Perform 5 - Perform	sance in many is ance meets mu ance clearly meance clearly a ance in every is ance in every is	st requirements of seets busic exceeds busic emportant re	enis but requirem c require spact is	ls daficle ents, ements, superior,	et requirements nt in one or mo	ro Importo	in? respec	ds.		RATIN 5	G
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SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions mode which the strength of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and making indigrevater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining future personnel actions.

Subject is an excellent records officer. He is enthusiastic about his specialty and works hard at it, putting a great deal of energy into his work.

He is quick and understands records thoroughly. Because of this, he is at times inclined to jump ahead of others in records discussions and should attempt to slow down his approach to the subject to meet the level of persons who do not have the same records background.

Subject could fill any position in the records management field, and should advance quickly. He is interested in developing his capabilities and is at present enrolled in the Writing Workshop with this in mind.

> This report has been prepared in accordance with FE Division standards which recognize the source of standards the individual against the group Thus on "average" rating reliects an entirely satisfactory performance.

SECTION F	CERTIFICATION AND	COMMENTS
1.	BY EMPLÓYE	
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2.	// BY SUPERVISO	TR
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7.	. IF REPORT IS NOT BEING MADE AT TH	IS TIME, GIVE REASON.
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COMMENTS OF REVIEWING OFFICE	AL Subject is a promising	young records officer. He has
demonstrated a capabili		ming greater responsibility. He
		wants to make a career of it.
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		parters experience and in field
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g. For some jobs, duties may be broken down ever and phone operation, in the case of a radio	betatot		p.	
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on work progress	7 5			
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MARRATIVE DESCRIPTION OF WALNES OF JOB PERFO	WANCE .			
IRECTIONS: Stress strengths and weaknesses, po	erticularly those which a	ffect develop	ment on present job	
T paper of managers				
Subject analyzed difficult record	s problems quickly	and precis	elv. discussed hi	8
recommendations forcefully and con	wincingly, and then	progeeded	to nut them into	
effect with considerable energy.				
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ively so that every minute was pro				
work himself, making certain that	overything was done	precisely	as planned.	
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ECTION D. SUITABILITY	OR CURRENT JOB IN ORGA	B L-7AT (ÄB.		سنبيب سنب
				
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2. NOTE	OTHER FACTORS, INCLUDING PERS	ONAL CIRC	JMSTANCES, TO BE TÄKEN INTO A	CCOUNT IN	INDIVIDUAL'S FUTURE ASSIGNMENTS
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ATEGORY	THEMENT	CATEGORE		CATEGORY	STATEMENT
3	1. ABLE TO SEE ANOTHER'S POINT OF VICE	5	ST, MÁS HIGH STANGARDS OF ACCOMPLIANMENT	5	22. IS EFFECTIVE IN OTICUE- GIORS WITH ASSOCIATES
4	2. CAN MARIE DECISIONS ON MIS DEN MIEN NECE ARISES ,	4	12. SHOWS CRICINALITY	3	22. IMPLEMENTS DECISIONS PRO- DANDLESS OF ONN PEELINGS
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	t (much till)
	FITNESS REPORT (Part I) PERFORMANCE
	INSTRUCTIONS
	FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.
	FIR THE STERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmithis evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordi
	Insta where he stands with you. Completion of the report can help you prepare for a discussion with him of hi
	strengths and weaknesses. It is also organization policy that you show fact lof this report to the employee except under conditions specified in Regulation 20-370. It is recommended that you read the entire form before completing
	under conditions specified in Regulation 20-370. It is recommended that you read the entire form before completing any question. If this is the initial report on the employee, it must be completed and forwarded to the Office of Personnel on later than 30 days after the date indicated in item 8, of Section "A" below.
	BECTION A. GENERAL
	1. NAME (Last) (First) (Middle) 2, DATE OF SIRTIN 3. SER 4. SERVICE DESIGNATION M SD2 DI
	5. OFFICE/DIVISION/SEANCH OF ASSIGNMENT S. OFFICIAL POSITION TITLE
	FI RI ACO OS-0130.35-7 Intel Analyst
	OS-7 21 January 1957 - 15 July 1957
-	10. TYPE OF REPORT INLTION SEGASTIONEN TO DUCKEYLAGE SPECIAL (Specify)
	(Choch one) Annual X neassibuning-employee
1	SECTION 8. CERTIFICATION 1. FOR THE RATER: THIS REPORT - HAS THE HAS NOT BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY.
ı	is on temporary duty
1	A. CHECK (X) APPROPRIATE STATEMENTS:
	THIS REPORT REFLECTS MY ORN OPINIONS OF THIS INDI-
I	X VEDIAL. TEN DAS SENT TO NIM BA COPY ATTACHES TO THIS REPORT.
	AND PREVIOUS SUPERVISORS.
l	I HAVE DISCUSSED WITH THIR EMPLOYEE HIS STAENOTHS AND WEAKERSE'S SO THAT HE EMPOS WHENE HE STANDS.
I	22 July 1957
`L	22 July 1957 CONSTRUCTOR OF CONTROL OF CONTR
1	4. FOR THE REVIEWING OFFICEAL. BECORD ANY SUBSTANTIAL TOIFFEBENCE OF CRIMING WITH THE SUPERVISOR, OR ANY OTHER IN- FORMATION, WHICH WILL LEAD TO A DETTER UNDERSTANDING OF THIS REPORT.
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-	BY DATE
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1	Posted Pos. Control 7/23/5
I	D. L. REEDY 10-157
l	Reviewed by PUD
	CONTINUED AN ATTACHED ANEAT
h	certify that any substantial devisor is reflected in the above section.
-	. THIS DATE 1 B. TYPED REVIEWING OFFICIAL
l.	22 July 1957 offid Supervisor, RI/Analysis Section
E	BECTION G. JOB PERFORMANCE EVALUATION
Ŀ	. RATING ON GENERAL PERFORMANCE OF DUTIES
h	INCTIONS: Consider ONTY the productivity and effectiveness with which the individual being rated has performed its duties during the rating period. Compare him ONLY with others doing similar work at a similar level of responsibility. Factors other than productivity will be taken into account later in Section D.
ĺ	
	1 - DOES NOT PERFORM DUTIES ADEQUATELY: HE IS INCOMPLIENT. 7 - BARELY ADEQUATE IN PERFORMANCE! ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO
	CARRY OUT RESPONSIBILITIES. 3 - PERFORMS DOST OF HIS DUTIES ACCEPTABLY: OCCASIONALLY REVEALS SOME AREA OF REARNESS.
ľ	INSERT 4 - PERFIRMS DUTIES IN A COMPETENT, EFFECTIVE MANNER.
	RATING 4 - PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IN EQUALLED BY FER OTHER PERSONS ANDRY TO
	THE SUPERVISOR.
α	departed for temporary duty on 9 Feb 1957. His last Fitness Report
	was completed on 5 Feb 1957, just prior to his departure. Reports from the station indicates the he is doing a commendable jos.
	distribute and tend the an admitted a administrate five.

FORM NO. 45 (Part 1) or FORMS 45 AND 454 WHICH SECRET ARE OBSOLETE.

Performance

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t and the state of						
FITNESS REPORT (Part I) PERFORMA	ANCE	,,				
INSTRUCTIONS						
FOR THE AIMINISTRATIVE OFFICER: Consult current instructions for completing this FOR THE SISTERVISOR: This report is designed to help you express your evaluation this evaluation to your supervisor end senior officials. Organisation policy reserved there he stands with you. Completion of the report can help you preparationgths and weaknesses. It is also organisation policy that you show Part lof under conditions specified in Regulation 20-370. It is recommended that you sensy question. If this is the initial report on the employee, it must be completered in a later than 30 days after the date indicated in item 8, of Section.	of your sub- quires that a for a di this report d the entire eted and for	you inform the subordi- scussion with him of his t to the employee except				
SECTION A. GENERAL	-					
1. NAME (Lost) - (Pirot) (Middle) 1, DATE OF BIRTH	9. 8ER	4. SERVICE OF BIGNATION				
- All Control of the	M	SDeDI				
	ntel Anal					
7. GRADE 8. DATE REPORT DUE IN OP 9. PERIOD COVERED BY THIS REPORT (1) OB-7 21 Jan 57 22 January 1956 - 20	aclusive de Janicamo 1	(**) Q57				
10. TYPE OF REPORT INITIAL RESPONDENT TO SPECIAL SON	· 	(Specify)				
(Cheak one) X Anaudi asaasi anuan fi tupi orea						
SECTION B. CERTIFICATION 1. FOR THE RATER: THIS REPORT HAS HAS NOT BEEN SHOWN TO THE INDIVIOUAL	04766 18	AAT BAARN FEBRUARY				
HOY!		NOT SHUND, GARLAIN BIT				
A. CHECK (X) APPROPRIATE STATEMENTS:						
THE REPORT REPLECTS MY ORN OPINIONS OF THIS INDI-		I OR D. A GARNING LET- TACHED TO THIS REPORT.				
THIS REPORT REPLECTS THE COMBINEO OPENIONS OF MYSSLY I AND PREVIOUS SUPERVISORS.		а смытерулу видев нов веслия (Зресії);				
I MAYE DISCUSSED WITH THEY EMPLOYEE HIS STRENGTHS χ and wearnesses so that he empty where he clands.						
		official fifts Ol Control Unit				
FOR THE REVIEWING OFFICIALL WELCOND ANY SUBSTANTIAL DIFFERENCE OF SPINION WITH FORMATION. WITCH WILL LEAD TO A BETTER UNDERSTANDING OF THIS REPORT:	THE SUPERV	ISOR, OR ANY OTHER IN-				
since return from foreign assignment has completed						
assignment and is preparing for another. He has applied the work at the station registry on a standard equating with this	present.	headquartera ion				
-P 118.60	, cruzus,					
Posted Pos. Control						
Reviewed by PUD Jam 2-11-57	C	URD ON STIACHED BHEET				
The state of the s	· Inforestrations	bove section.				
THIS PATE A, IVECTO ON SING C. OFF Super S	TICIAL TITLE	RI/AN Section				
ECTION C. JOB PERFORMANCE EVALUATION	SEA FOOT	LL/An occoren				
HATING ON GENERAL PERFORMANCE OF DUTIES						
IPECTIONS: Consider DNIY the productivity and effectiveness with which the individual being rated has performed as during the rating period. Compare him ONLY with others doing similar work at a similar level of responsibility. Factors other than productivity will be taken into account later in Section D.						
1 - DOES NOT PERFORM DUTTES ADFOLIATELY, HE IS INCOMPETENT. 2 DARELY ADEQUATE IN PERFORMANCE. ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CANRY OUT RESPONSIBILITIES. 3 PERFORMS WORT OF HIS DUTTES ACCEPTABLY: OCCASIONALLY REVEALS SOME AREA OF MEANNESS.						
4 - PERFORMS DUTIES IN A COMPETENT, EFFECTIVE MANNER. 5 - A FINE PERFORMANCEL CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTED HUMBER OF PERFORMS HIS DUTIES. IN SUCH AN OUTSTANDING HANNER THAT HE IS EQUALLED THE SUPERVISOR.	OMALLY BELL.					
scients:						
		A Starte Contraction				
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TORM NO. 45 (Part 1) OF FORMS 45 AND 454 MICH SECRET

Performance

S. MATINGS ON PERFORMANCE OF SPECIFIC DUTIES	······································		Fra	
DIRECTIONS: a. State in the spaces below up to six of the	mes e 1		(0 5	Agling period
Place the most important first. Do not in-	riese man	of at unimportant duties.	UN UN	PM Pt »
b. Rate performance on each specific duty con-	andering.	IMAY effectiveness in pello	thence of this spr	disting
c. For supervisors, ability to supervise will who supervisors a secretary only).	always to	e sales as a specific duty (MAII -	41+1801B [NGS
d. Compare in your mind, when possible, the	· individ	fuel being sated with othe	is periotating per	same duty at
wimiter level of responsibility. w. Two individuals with the same job title	1.0	nectormine different duties	. If an ease the	m no diffazen
daties.	~~ J	,	,,	
f. Be specific. Examples of the kind of dutie				
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CONDUCTING EXTERNAL LIAISON TYPING		ATES WITH OTHER OPPICES	DRIVES TRUCK	
TARING DICTATION		PROJLATIONS	MAINTÀINS AIR CO	
SUPERVISING g. For some jobs, duties may be broken down ev		IS <i>CUBBESPONDENCE</i> or if expervisor considers :	EVALUATES SIGNIP	
and phone operation, in the case of a radio				•
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1 - INCOMPETENT IN THE PERFORMANCE			S DUTY IN AN OUTS! Y FEW INDIVIDUALS	
2 - BARELY ADEQUATE IN THE PERFO DESCRIPTIVE DUTY	RHANGE OF	RAV RI CEUDI REOL RAJ	A LER INDIAIDOVER	MOPOLINE BIMI'S
RATING 3 - PERFORMS THIS DUTY ACCEPTABLY			HE I KNOW IN THE I	ENFORMANCE OF
NUMBER 4 - PERFORMS THIS DUTY IN A COMPET S - PERFORMS THIS DUTY IN SUCH			•	
THAT HE IS A DISTINCT ASSET OF			•	,
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PECFFIC OUTV NO. 2.	BATING	SPECIFIC DUTY NO. 3		RATING
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	MIN BER			NUMBER
Has and uses area knowledge.	1 .	* " LE, "		- 1
	1_4	***************************************		
NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORM	-	*	·	· · · · · · · · · · · · · · · · · · ·
IRECTIONS: Stress strongths and weaknesses, par	ticulari)	those which affect develop	ment on present je	»b.
During the short time	han he	en assigned to this	office, he has	verv
quickly grasped the essentials of				
and is constantly striving to in	orranca Silike	is a knowledge and ur	uteratending o	fhia
assignment. He is extremely con	1014888	are with received aga	merovanarne o	of hia
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Job and performs his duties comm	tenazo i	7.		
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and the second s		•	,	
ECTION D. SUITABILITY FO	Ó FILSOS	T JOS IN ORGANIZATION		
RECTIONS: Take into account here everything y				
re him with others doing similar work of about t				, (epn. com-
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RANT HIS SEPARATION	•	-,	7,412,412,413	
5 4 . OF THE SAME SUITABILITY AS MOST PEO				. [
RATING 5 - A FINE EMPLOYEE - HAS SOME OUTSTAND	1:45 \$7869			· •
2 . NA NACADELLA DINGRE NERSON IN INDRA	OF THE D	EQUIFFMENTS OF THE CHANGE	ITTON .	
NUMBER 5 - AN UNUSUALLY STRONG PERSON IN TERMS 7 - EXCELLED BY ONLY A FEW IN SUITABILE			ITION .	
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7 - FACELLED BY ONLY A FEW IN SUITABILE THIS ENDIVIDUAL BETIER SUITED FOR BORK IN SOME	fr #6# +7	SA 18 INE URGANIZATION	a de gament des commerces est une des des des des des des des des des de	o. 1F YES.
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(When Filled In)									
	FITNESS REPORT (Part II) POTENTIAL								
	INSTRUCTIONS								
FOR THE	FOR THE AUMINISTRATIVE OFFICER: Consult current instructions for completing this report.								
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ment an	d personnel playee. It	officia 13 teco	is concerning the		otential o d the enti	I the employee bess se senost before co	ng tat	ed. It is	NOT to be shown to the uestion. This report is
to be co	apleted onl	y after t	the employee has l	bre	n ûnde'r yo	ur supervisión FOF	AT LE	AST 90 DAY	S. If less then 90 days,
hold and complete	complete a	fter the	90 days has clared the Off no later th	eđ. Nan	If this 10 days af	is the INITIAL, RUY ter the due date is	NT on whicat	the employed item	yee, however, it MUST be 8 of Section "E" below.
I	SECTION E. GENERAL								
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SECTION	F.				CERTIF	ICATION			
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	is lacking in id ability and with cont	ormal e	ducation, however, he	has int	elligence, initiative
a	good supervisor of a se	ction 1	n RI or in operating t	he Regi	stry Section of a
SECTIO	# H.	PERIENCE	FUTURE PLANS		######################################
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Ţţ.	3. HAS INITERTINE	4	13. ACCEPTS PESPONDIQUE:	14	29. 18 7×2×3×7×41 OF OTHERS
14	4. IS ANALYTIC IN NIS THING- ING	3	14. ADMITS HIS ERRORS	4	24. WERES DESE UNDER PRESSUR
4	S, STRIVES CONSTANTLY FOR MES MODELEOGE AND LOTAS	3	T.S. TESPONOS BELL TO SUPER- VISION	14	25. DISPLANT INDGENERY
3	5. RWOMS WHEN TO SEER 25545TANCE	4	15. DOES WIS JOB MITHOUT STROWG SUPPORT	4	26. 13 str: 9 ) tv commercious
5	/, CAN GET ALONG TITH PEOPLE	4	ST. COMES OF BITH SOLUTIONS TO, PROBLEMS	4	27. IS VERSEIGE
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SECTION IV

This section is provided as an aid in describing the individual. Your describing in its favorable or unfavorable in itself but acquires its seening in relation to a particular job or assignment. The debanipting words are to be interpreted literally.

Interpreted literally.

On the left hand side of the page below are a series of statements that apply in some degree to most people. On the right hand side of the page are four major categories of descriptions. The higher rights each category is disvided into three small blockes this is to allow you to make finer distinctions if you so desire. Look at the statement on the left . then check the category on the right which best tells how such the statement applies to the person you are reting. Placing an "X" in the "Not Observed" column seams you have no opinion on whether a phrase applies to an individual. Placing on "X" in the "Does Not Apply" column seams that you have the definite opinion that the description is not at all suited to the individual.

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has assumed his present responsibilities with a minimum of supervision.

B. Bully and all tratabling stannesseds Subject to weak in his ability to express himself in writing.

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C IPPICATE IF YOU THING THAT AND TINGLE STOTECTH OF BEI	BUREAR COLDS COLD AND COMES CONSIDERATIONS
Subject's stamina and persistence in ac of time outweigh his weakness.	complishing his tasks in a minimum amount
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F. OTHER COMMENTS (Indecate here general trains, specific expert but which have a bearing on effective utilizate	c hobits or characteristics not covered elsewhere in the
SECT	IV, KOI
Rood all descriptions before rating. Place " X" i	a the most appresente bon under subsections A.B.C.4D
A. DIRECTIONS: Consider only the skill with which the person has performed the duties of his job and rate him accordingly.	C. DIRECTIONS: Based upon what he has said, his actions, and any other indications, give your opinion of this person's attitude toward the organization.
1. DOES NOT PERFORM DUTIES ADEQUATELY: HE 18  JACOMPETENT.  2. BARELY ADEQUATE IN PERFORMANCE: ALTHOUGH HE HAS NAD SPECIFIC GUIDANCE ON TRAINING: HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES COMPETENTLY.  3. PERFORMS. DUTIES IN SOUTIES ACCEPTABLY: OCCA- BIOHALLY REVEALS SOME AREA OF WEARWESS.  4. PERFORMS DUTIES IN A TYPICALLY COMPETENT, EFFECTYE MANNER.  5. A FIME PERFORMANCE, CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.  6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PER- SONS KNOWN TO THE RATER.  15 THIS INDIVIDUAL RITTER BUYALIFIED FOR BORK IN SOME OTHER AREAT XXX NO.	THE WAS AN ANTAGONISTIC ATTITUDE TOWARD THE ORGANIZATION TO THE PIRST OPPORTUNITY.  THE PIRST OPPORTUNITY.  THE PIRST OPPORTUNITY.  THE HAS STEED BY PESTRICTIONS REGARDS ORGANIZATION AS A TEMPORARY STOP UNTIL ME CAN GET SOMETHING DETTER.  THE STANKLATION ODTHERE BY WINDE TRUSTRATIONS SHE AND THE PROBABLE ATTITUDE TOWARD THE DRAWNIZATION IS INDIFF. FEETS MAS "MASS AND SEE" ATTITUDE. MOULD LEASE IF SOMEONE OFFERED MIM SOMETHING DETTER.  THE STITUDE TOWARD THE DRAWNIZATION THINKS IN THE SE TO MAKE AUGUMENCES FOR RESTRICTIONS OF MAKE AUGUMENCES FOR RESTRICTIONS INDICASE OF WORKING FOR OPPORTUNION THINKS IN THE SOMEONE OFFERED HIS DREAMIZATION THINKS IN THE SOMEONE FOR PERSON PERSON THE ORGANIZATION THE PROBABLE ATTITUDE TOWARD OFFI THE ORGANIZATION BAPRING AN UNEXPECTED OUTSIDE OFFI THE ORGANIZATION BAPRING AN UNEXPECTED OUTSIDE OFFI THE ORGANIZATION BAPRING AN UNEXPECTED OUTSIDE OFFI THE ORGANIZATION BAPRING AN UNEXPECTED OUTSIDE OFFI THE ORGANIZATION THE ORGANIZATION THE ORGANIZATION THE ORGANIZATION THE ORGANIZATION THE ORGANIZATION THE ORGANIZATION THE ORGANIZATION THE ORGANIZATION THE ORGANIZATION THE ORGANIZATION THE ORGANIZATION THE ORGANIZATION THE ORGANIZATION THE ORGANIZATION THE ORGANIZATION
B. DIRECTIONS: Considering winers of this person's grade and type of eassignment. Now would you rate him on potentiality for assumption of greater responsibilities marmally indicated by promotion.  1. HAS MEACHED THE NIGHEST GRADE LEVEL AT WHICH	D. DIRECTIONS: Consider everything you know about this person in adding your rating, skill in job duties, conduct on the jub, personal characteristics of habits, one special defects or talents.  1. DESIGNATELY UNSUITABLE - HE SHOULD BE SEPARATED.
SATISFACTORY PERFORMANCE CAN BE EXPECTED.  2. IS MAKING PROMITTERS, BUT NEEDS MODE THEE IN PRESENT GRADE GEPORE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED.  3. IS READY TO TAKE ON RESPONSIBILITIES OF THE MEXT WIGHER CRADE, BUT MAY NEED TRAINING. IN SOME AFELS.  4. WILL PROGRESS ADJ. ST QUICALY TO THE MODE RESPONSIBLE DUTIES OF THE NEXT HIGHER CHADE.  3. IS ALREADY PERFORMING AT THE LEVEL OF THE NEXT HIGHER CRIEF.  4. AN EXCEPTIONAL PERSON MIGHTS ON THE FEW MICH SHOULD BE CONSIDERED FOR RAPID ADVANCE.  MENT.	P. OF ON-BIFUL SUITABILITY SOULD NOT HAVE ACCEPTED HIM OF I HAD PROBE WHAT I SAOW YOU.  9. A DASS'S ACCEPTEDILE EMPLOYSE DEFINITELY DELOW AND AND ACCEPTED THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE PROPERTY OF THE DOMANIZATION.  10. IN NAME STRONG PERSON IN TERMS OF THE PAGE ACCEPTED OF THE DOMANIZATION.  11. INCLUSOR OF THE DOMANIZATION.  12. INCLUSOR OF THE DOMANIZATION.

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SECTION III (To be completed at headquarters only)

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On the left hand side of the page below are a series of statements that billy fin zone retire to aust people. On the right hand side of the page are four major categories of descriptions. The scale within any part category is deviated into three small blocks; this is to allow you to make finer distinctions if you are will, fines at the statement and the left is then check the category on the right shich best tells how such the statement explice to the person you are rating. Placing an "A" in the "Not Observed" column means you have no existence on whether a phrase applies to an individual. Placing an "A" in the "Does Not Apply" culumn means Approximate the definite notation that the description to not at all suited to the individual. STATEMENTS CATEGORIÉS MOT OB• SERVED DOES NOT APPLY APPLIES TO A LIMITED DEGREE APPLIES TO A REASONABLE DEGREE APPLIES TO AN APPLIES TO AN ARONE AVERAGE OUTSTANDING DEGREE A. ABLE TO BEE ANOTHER'S POINT OF VIEW. B. PRACTICAL. I. A GOOD REPORTER OF EVENTS. 1. CAM WAKE DECISIONS ON MIS OF ## ## # EEO AR | BE 6. 3. CAUTIOUS IN ACTION. X A. HAS INITIATIVE: S. UNEMOTIONAL. 8. AMALYTIC IN HIS THINKING. 7. CONSTANTLY STRIVING FOR HER ERSELEUGE AND IDEAS. S. GETS ALONG WITH PEOPLE AT ALL SOCIAL LEVELS. 9. MAS SENSE OF NUMOR. 10. KAGES BHEN TO SEER ASSISTANCE. X 12. CAN GET ALONG WITH PEOPLE. 13. SEBORE FOR TACES. 14. GETS THINGS DONE. TE. LEEPS SHIENTED TORARD LONG TINE GOALS. IS. CAN COPE WITH EMERGENCIES. χ IT. HAS HIGH STANDAGOS OF X ACCOMPLESHMENT. IG. HAS STAMINAL ÇAN HEFP SOING X A LONG TIME. 19. HAS BICE RANGE OF INFORMATION 10. SHOPS OPIGINALITY. ... II. ACCEPTS RESPONSIBILITIES. 22. ADMITS MIS ENGORA. 39. MESPONON WELL TO SUPERVISION. My Eres 5- SPORIFICA WALL TO DO HIS 170 BIZECUT SECRET

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	<b></b>										T	1		ī : 1
26. CAN THINK ON WID FEET.	5							X			<u></u>	=		
27. COMES UP WITH BOLUTIONS TO C.								_X_					<u></u>	
28. STIMILATING TO ASSOCIATES: A	,					]				_X		-		<u> </u>
TOUGH MINDED.								X				<u></u>	<u> </u>	
30. GBSERVANT.								_X_	·		<u> </u>	<u> </u>		
				T		·		X			<u> </u>		<u> </u>	<u> </u>
91. CAPABLE.			Fi	T				X						
92. CLEAR ININEING.			=							X	<u> </u>			
98. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS.								X						
34. EVALUATES SELF REALISTICALLY.			$\vdash \dashv$								<u> </u>			干
38. WELL INFORMED AGOUT CURRENT					I									一
36. DELIBERATE.	``							X.			<u> </u>		<u> </u>	=
37. EFFECTIVE IN DISCUSSIONS WITH			ļI					X						
38. IMPLEMENTS DECISIONS REGARD. LESS OF OWN FEELINGS.								-	χ			ļ J		=
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40. WORKS WELL UNDER PRESSURE.										X		· -		
AT DISPLAYS JUGGENERT.								X		استامه طعهد عدب معادد محمود محمد				=
42. GIVES CREDIT SHERE CALDIT IS	· ·						]	_X_						
DUE.										_X_				
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44. IS SECURITY COMBCIOUS.				<u>-</u>				X						
45. VEPBATILE.				Ī			I	Χ.						
46. HIS CRITICISM IS CONSTRUCTIVE	·	_==-						X					<u> </u>	
47. AGE TO THELUTICE ATHERS.				r= i				χ		-				
48. FACILITATES SMOOTH OPERATION OF HIS OFFICE.				<del></del>		- 21000	<u> </u>			X			i	
49. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION.			-					<del></del>			===			
50. A GOOD SUPERVISOR.		1	550	TION V									· marabanistani	
A. MINT ARE HIS OUTSTANDING STREET	57455					464 <del>44</del> 6 444 4 ⁻¹ 9	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,						-	S. radiation for the States
	Subject is conscienticus, hard-working, and more than willing to work long hours. He has a good background and experience in maintaining agent records. Subject has assumed his present responsibilities with a minimum of supervision.													

B SHET AND HIS CUTSTANDING BEACHESSES

Subject is weak in his ability to express himself in writing.

Subject's stamina and persistence in accomplishing his tasks in a minimum amount of time outweigh his wesknesses.							
M:v /C							
P. DO YOU FELL THAT HE REQUIRES CLOSE SUPERVISION; ( ) TES. IF YES. WHY! 10 8 43 AH '55							
	HAIL ROOM						
E. BHAT TRAINING DO YOU RECOUNSIND FOR THIS INDIVIDUAL?							
Recommend training in Phase II and I	(II						
F. OTHER COMMENTS (Indicate here jeneral traits, specific report but which have a bearing on effective utilization	ic habits or characteristics not covered elsewhere in the — tion of this person):						
	`						
SECT SECT	ION VI						
Language and the second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second second	in the most appropriate box under subsections A.B.C.AD						
A. DIRECTIONS: Consider only the skill with which the	C. DIRECTIONS: Besed upon what he has said; his actions,						
person has parformed the duties of his job and rate him accordingly.	and any other indications, give your opinion of this person's attitude toward the organization.						
1. DOES NOT PERFORM DUTIES ADEQUATELY, HE IS INCOMPETENT. 2. BARELY ADEQUATE IN PERFORMANCE: ALTHOUGH HE	1. HAS AN ANTAGONISTIC AFTITUDE TOWARD THE ORGAN- IZATION. WILL DEFINITELY LEAVE THE ORGANIZATION AT THE FIRST OPPORTUNITY.						
MAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FALLS TO CARRY OUT RESPONSIBILITIES — COMPETENTLY.	2. HAS STRONG NEGATIVE ATTITUDE TOWARD ORGANIZA- TION FRUED BY RESTRICTIONS REGARDS ORGAN- I ZATION AS A TEMPORARY STOP UNITL HE CAN GET						
3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY: OCCA- SIGNALLY REVEALS SOME AREA OF WEARNESS.  4. PERFORMS DUTIES IN A TYPICALLY COMPETENT.	SOMETHING RETTER.  S. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD THE ORGANIZATION GOTHÉRED BY MINOR FRUSTRA-						
EFFECTIVE MANNER.	TIONS. WILL QUIT IF THESE CONTINUE.  4. HIS ATTITUDE TOWARD THE CREANIZATION IS INDIF- FERENT. HAS "WAIT AND SEE" ATTITUDE. WOULD						
RESPONSIBILITIES EXCEPTIONALLY WELL.  8. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE RATER,  IS THIS INDIVIDUAL BETTER QUALIFIED FOR WORK IN SOME OTHER AREA;  OTHER AREA;  NO. IF YES, WHAT!	LEAVE IF SOMEONE OFFERED HIM SOMETHING BETTER.  5. TENDS TO HAVE FAVORABLE ATTITUDE TOWARD ORGANIA ZATION. MAKES ALLOWANCES FOR RESTRICTIONS IMPOSED BY WORKING FOR ORGANIZATION. THINKS, IN TENUS OF A CAPEER IN THE ORGANIZATION.						
	8. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE ORGANIZATION. BARRING AN INEXPECTED OUTSIDE OPPORTUNITY. WILL PROBABLY INDEAVOR TO MAKE A CARELR IN THE ORGANIZATION.  7. HAS AN ENTRYSTASTIC ATTITUDE TOWARD THE ORGANIZATION ALLE PROBABLY NEVER CONSIDER WORKING						
	ANY PLACE OUT IN THE ORCANITATION.						
B. DIRECTIONS: Considering others of this person's grade and type of assignment, how would you rate him on potentiality for assumption of greater responsibili- ties normally indicated by promotion.	D. DIRECTIONS: Consider everything you know about this person in raking your enting, skill in job duiles, conduct on the job, personal characteristics or habits, and special defects or talents.						
1. HAS REACHED THE HIGHEST GRADE LEVEL AT MICH SATISFACTORY PERFORMANCE CAN BE EXPECTED.	1: DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED.						
2. IS MAKING PROGRESS. BUT NEEDS HORE TIME IN PRESENT GRADE BEFORE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED.  3. IS BEARY TO TAKE ON RESPONSIBILITIES OF THE	2. OF DOUBTFUL SUITABILITY. WOULD NOT HAVE AC- CEPTED HIM IF I HAD KNOWN WHAT I KNOW HOW.  3. A BARELY ACCEPTABLE EMPLOYEE. LEFINITELY BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY						
NEXT HICKER CRADE. BUT MAY NEED TRAINING IN JONE APEAS.	OUTSTANDING TO MARRANT HIS SEPARATION.  4. A PYPICAL EMPLOYEE THE DISPLAYS THE SAME SUITA- BILITY AS MOST OF THE PEOPLE I MAGN IN THE						
AESPONSIBLE DUTIES OF THE NEXT MIGHER GRADE.  5, IS ALMEAUY PERFORMING AT THE LEVEL OF THE NEXT MIGHER GRADE.	ORGINIZATION.  S. A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGINS.						
8. AN EXCEPTIONAL PERSON SMO IS CHE OF THE FEB- HID SHOULD BE CONSIDERED FOR RAPID ADVANCE- MENT.	6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE OPERANIZATION. 7. EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK						
	IN THE ORGANIZATION.						
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FE' 97/	<b>)</b> √			<u></u>	ParePort a tal	In a fun	54
		pieted by Adm					
1. NAME (Lest)		First	(Widdle)		3. POSITION TITLE	An mo	
4. OFFICE	T 57	AFF OR DIVISI	ox Tas	LGS-5I	· Intel Ana	T. GII-FI	TATION
DDP/FI/RI	1	2 R Branch	1	Consol Se	1	1	
3. PERIOD COVERE	BY REPORT	6.	TYPE OF REP		(SOOC) Annyal	Special	
21 Apr. 53		Apr. 54	•	ignment		ment of Supervisor	
Îtana 7 through i	IO WIII DO CO	apieted by the	person sys	luated			
					A BRIEF DESCRIPT	ION OF EACH. OMIT MINOR I	UTIES
(A) Concording (2) incording the	asolidatin aplete ses ) gatherin clusion in disposit dison with	g personal: rch in Inde g all refe: 201, (4)	ity files ex on all rences in preparing the documents.	which er reference RI/Files a summar ments put	es pertaining (3) anaylyz y of reference in the case.	lowing: (1) Make a to the subject, ing documents for a sheet which notes.	
"(c) su	OT ATSTITE	one work of	ւ որց Ղար	ror analy	76A.		
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Name of Co		Loca			ngth of Course	Osts Completed	5
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NON	3			•	4	•	
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D. IN WHAT TYPE CO	STERN ARE IC	S PS WERTLY TO	TERESTED?			Militaria de Maria de Casa de Ca	·
Intel.	Ligance wo	rk at the	desk leve	1.		•	
IF DIFFERENT FR	ICH YOUR PRESI	ENT JOB, EXPLA	IN YOUR QUA	LIFICATIONS	(APTITUDE, KNOWLE	DGE, SKILLST.	
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Tao Y	ears exper	ience in R	L.				
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10 Inv							
	1954 DATE			<del></del>			
toon II through !	8 will be com	pleted by Sup	eçvisor			**************************************	
. BRIEFLY DESCRIS	E THIS PERSON	"S PERFORMANC	LAM, 3HT NO 3	OR DUTIES L	MATI RACHU DATES	A SOVE.	
great deal	of energy		mely indu	etrious:		He possesses a ined excellent	
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FORM EO. 37-151 MAY 1952 37-151 SECRET

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# SECRET SECURITY INFORMATION

בדרוכת כד הבפגמימודיו

12. IN WHAT RESPECT IS THIS PERSON'S PERFORMANCE ON PRESENT JOB MOST NOTICEABLY GOOD OR OUTSTANDING?
has performed his duties most outstandingly by virtue diffis
formation and maintenance of excellent limison relations.
13. ON WHAT ASPECT OF PERFORMANCE SHOULD THIS PERSON CONCENTRATE EFFORT FOR SELF INFROVEMENTS
The second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the second state of the se
4. CONNENT ON THIS PERSON'S ABILITY TO HANDLE GREATER RESPONSIBILITIES NOW OR IN THE PUTURE.
has handled his present responsibilities admirably and I am
certain he would be capable of handling additional ones as the opportunity occurs.
s. ARE THERE OTHER DUTIES WHICH BETTER SUIT THIS PERSON'S QUALIFICATIONS? (Recommend appropriate rossalgnment, If
possible.)
could qualify as an Intelligence Analyst in any of the appro-
011404 20001011 01 1179
. WHAT TRAINING OR ROTATION DO YOU RECOMMEND FOR THIS PERSON?
None at this time
THE ALL AS THE LANGE FOR THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE PART OF THE P
. IF PERFORMANCE DURING REPURT PERIOD HAS BEEN UNSAFISFACTORY, THERE IS ATTACHED COPY OF MEMORANDUM HOTIFYING THIS PERSON OF UNSAFISFACTORY PERFORMANCE.
. THIS PERSONNEL EVALUATION REPORT HAS BEEN DESCESSED WITH THE PERSON EVALUATED. ADDITIONAL COMMENTS INCLUDING COMMENT ON FIENS 7, 8 AND 9, ANE SHOWN BELOW WHICH ITEM 20.
13 April 54
DATE
i MAVE REVIEWED THE ABOVE REFORT. (Commants, if any, are shown
18 May 1954
DATE
COMMENTS: (If necessary, may be continued on reverse-side of cover sheet.)
Subject transferred to FE effective 25 April 1954.
N/
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V / ·

# SECRET SECURITY INFORMATION

PERSONNEL EVALU	ATION REPORT
Items I through 6 will be completed by Administrative or P	ersonnel Officer
11-	RAGE 3. POSITION TITLE
	-4 File Clerk
DD/P PT F	
from 4-21-52 to 4-21-53	ant Resesignment of Supervisor
Iteas f through 10 will be completed by the person evaluate	
Noview and analyse of affective consolidation of the salidation of	on of POI Personality Files. This each in RI/SC index and a complete of cet in the RI/Files. Also
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8. LIST COURSES OF INSTRUCTION COMPLETED DURING REPORT PERI	
Home of Course Location	tength of Course . Date Completed
Kona	
O. IN WHAT TYPE OF HURK APE YOU PRIMARILY INTERFSTED?	THE RECOGNISHMENT OF A STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF THE STATE OF
Accounting. IN OIFFFRENT FROM YOUR PRESENT JOB, EXPLAIN YOUR QUALIFIC.  Two yours of Accounting and Law school.	ATIONS TAPFITUDE, KNOWLEDGE, SATELST.
0 €	parante de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la company de la co
9 April 1953	
CATE	2.LOWALTIME
Items 11 through 18 oill be completed by Supervisor	
in a trimee position, he is learning the procestremely industrious and shows little inclin	has been very satisfactory. While still edure of this section very well. He is
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FORM 80. 97-181 MAY 1932 97-181

SECRET.

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# SECRET SECURITY INFORMATION

12. IN MMAT RESPECT IS THIS PERSON'S PERFORMANCE ON PRESENT JOB WI	OST NOTICEABLY GOOD OR OUTSTANDING!
has been most outstanding by wir	tue of his industry.
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3. ON WHAT ASPECT OF PERFORMANCE SHOULD THIS PERSON CONCENTRATE E	FFORT FOR SELF IMPROVEMENTS
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. COMMENT ON THIS PERSON'S ABILITY TO MANDLE GREATER RESPONSIBIL	ITIES NOW OR IN THE FUTURE.
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far. has had little opportunity to sh	om ura gorrica, in cura rina, so
<ul> <li>ARE THERE OTHER OUTLES BRICH RETTER SUIT THIS PERSON'S QUALIFIC possible.</li> </ul>	CALLUNGT TRACOMMENT Appropriate reassignment, it
Due to his position as trainee, other dutie	er council he considered but I feel
that he is quite capable of filling any number of	
ottere ire To direct ceibungs as y y was ite and manual a	
•	•
WHAT TRAINING OR ROTATION DO YOU RECOMMEND FOR IN'S PERSON?	au aus musikalus partierandi diarkinu rood on diffi ilodi darki kifidone to autoriti darmatapas unu varanta diar
	•
None at this time.	:
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# ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT AGENCY INSTRUCTIONS ON BACK OF ORIGINAL

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n	FILL IN THE IDENTIFYING	INFORMATION BELOY	V (please print or type):
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<u> </u>		ghy,o4-nino,nilhnindadquamidab.o.v.v.dab.quartrinnano.	
<u></u>	MARK AN "X" IN ONE OF	THE BOXES BELOW (	do NOT mark more than one):
9	Mark here —	ELECTION OF OPTION	AL (IN ADDITION TO REGULAR) INSURANCE
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	WANT NEITHER	Insurance Program, Lun	d and I waive coverage under the Federal Employees Group Life iderstand that I cannot cancel this waiver and obtain regular in igear after the effective date of this waiver and unless at the time.
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\$TANDARD FORM No. 176-7 14NUARY 19-4 (For 218 only until April 14 1958) 176-101

# C-O-N-F-I-D-E-N-T-I-A-L (when filled in)

### TRAINING REPORT

## PERFORMANCE EVALUATION WORKSHOP

Student:	Dates: 23.	-24 February	1978
Employee No:	Office: ISS	5·	
Service Designation:n	•	,	

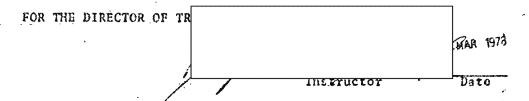
## COURSE OBJECTIVES

At the conclusion of this Workshop, students should:

- Be familiar with the principal parts of the Agency's Personnel Evaluation Program;
- 2. Understand their roles as supervisors in the Performance Evaluation part of the overall Program;
- 3. Be better prepared to deal with some of the more troublesome problems encountered in performance evaluation;
- 4. Know how to prepare more useful Fitness Reports and conduct more effective FR interviews;
- Understand how the Letter of Instruction relates to the performance evaluation process.

## ACHIEVEMENT RECORD

This is a certificate of attendance only. No attempt was made to evaluate student achievement in the workshop.



C-O-N-F-I-D-E-N T-I-A-L (when filled in)

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# C-O-N-F-I-D-E-N-T-I-A-L (when filled in)

### TRAINING REPORT

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Student: Dates: 23-24 February 1978
Employee No: Office: ISS

Service Designation:D

## COURSE OBJECTIVES

At the conclusion of this Workshop, students should:

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- 2. Understand their roles as supervisors in the Performance Evaluation part of the overall Program;
- 3. Be better prepared to deal with some of the more troublesome problems encountered in performance evaluation;
- 4. Know how to prepare more useful Fitness Reports and conduct more effective FR interviews;
- Understand how the Letter of Instruction relates to the performance evaluation process.

## ACHIEVEMENT RECORD

This is a certificate of attendance only. No attempt was made to evaluate student achievement in the workshop.

FOR THE DIRECTOR OF TRA

C-O-H-F-I-D-E-: I-I-A-L (when filled ar)

### ADMINISTRATIVE - INTERNAL USE ONLY



3 February 1977

MEMORANDUM FOR THE RECORD

FROM : ISS/Training Staff

SUBJECT: Document Analysis II for Records Management

Officers

1. Lorif has satisfactori completed the Document Analysis II Course given for	1 y
Division and Staff Records Management Officers by ISS	
Training Officer, Classes were he	
daily from 0900 to 1230 nours from 29 November through	
10 December 1976:	ŧ#.

2. The topics covered in the course were records principles and processing procedures used by Data Management Section analysts for initial input of correspondence into the DDO Records System. The students also covered the official files system and indexing criteria as they currently exist and discussed some of the drawbacks and possible systems changes we might expect in the next few years. Periodic exercises were given to test the students comprehension of topics discussed.

ADMINISTRATIVE : INTERNAL USE ONLY

20 JUL 1976

I, the undersigned, authorize the Office of Personnel to give to CartBlanche whatever information is necessary for me to obtain a credit card.

puno, 26

CERTIFICATE

OF

TRAINING

THIS IS TO CERTIFY THAT

SUCCESSFULLY COMPLETED

SUPERVISORY COUNSELING WORKSHOP

ON

26 - 27 AUGUST 1976

120 PANATION SERVICES GROW

# TRAINING REPORT OFFICE OF TRAINING

This certifies that			has	
successfully completed the	Introduction to !	licrographics	Schingr #	2
which was conducted from 24	July to 25 July	1974.		

This seminar provides basic information on microphotography and explores the application of this technology in controlling overburdened and sometimes inefficient paperwork systems. Specific blocks of instruction include: Image Recording Techniques, Microfilm Formats, Viewers and Viewer-Printers, Indexing Methods, Computer Output Microfilm (COM), Micropublishing, and Development and Implementation of Agency Applications. Participants receive a portfolio of various samples of microforms, a Glossary of Micrographic Terms, and a Primer on Information Science.

FOR THE DIRECTOR OF TRAINING:

Course Coordinator

Tallaca Scales

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/- S6 April 1961

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# WEITING WORKEHOF (INTERMEDIATE) NO. 2

### TRAINING EVALUATION

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SWITTON LIE: TRIVITIE CHIRACTERISTICS OF THE COURSE

The class is employed for 10 to 17 students. It means for sine sorre-conmorning decisions over a period of four weeks. There are three meanions during the first week and two thereafter for three weeks. The course is run on the "learn by practice" system. A pumber of writing tests are given in class, and they are avaluated against national and Agrary norms. The trainess size prepare written accretions and here an opportuning to rewrite some of them during ister occasions. Students may use the form and advance of their own office's written product. Special attention is paid to logical organization, diction, occasions structure and other mechanics of writing. The trainess receive detailed commute on their papers and are encouraged to dismuse special writing problems with the staff.

SECTION IV: NOW THE SHIDENING ARE EVALUATED

Start members observe the student's writing ability, any change december ded, and application to the course material. The evaluation represents their agreed comments based on the student's total performance.

D-4-C-8-E-7

# SECTION V: REPORT OF STUDENT ACHIEVENENT pression he had schioved in the Desic Writing Workshop. He has now developed the shility to write smooth, compact, and readable sentences. He also learned to organize topics more effectively, and with further writing experience, he can develop the shility to write smallytical papers of a professional caliber. Chief Instructor

8-2-C-R-E-T

5-K-C-11-5-T

# WRITING WORKSHOP (BASIC) NO. 2

#### TRAINING EVALUATION

SECTION I: IDENTIFYING INFORMATION										
NAMB	SFX		DATES OF COURSE 21 Sept 15 Oct. 1959							
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## SECTION III: SPECIPIC CHARACTERISTICS OF THE OWNSE

The class is combined for ten to fillness threats. It tests for also becomes increased the entire weeks and the course for three seeks. There exists for three seeks. The course is run on the "learn by practice" system. A maker of writing tests are given in class, and they are evaluated against national and Agency norms. The trainest also prepare written accreises and have an opportunity to results acce of their during later esectors. Students say use the form and substance of their own office's written product. Special attention is paid to logical organization, diction, sentence structure and other mechanics of stilling. The trainess receive detailed occaming on their papers and are encouraged to discuss special writing problems with the staff.

## SECTION IV: HOW THE STUDENTS ARE EVALUATED

Staff members observe the ctudent's writing ability, any charge essentiated, and application to the course material. The evaluation represents their agreed extents besed on the student's total perference.

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FOR OPTIONAL USE BY TRAINING OFFICERS
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Training Officer AN

MENORANDUM	FOR:	Chairman, Staff	Cland	es <b>tine</b>	Service	Person	ino1
SUBJECT:	ſ			- Reco	mmendatio	n for	Promotion

1. Subject has been in grade GS-10 since June 1968. Based on his outstanding performance as Chief of Registry in Station since June 30, 1971, he strongly merits promotion to grade GS-11 at this time. When Subject took over the responsibility for Registry a year ago, he found a system glutted with paper and bound up by a policy which discouraged getting rid of it. He found many procedures in force which were out of date, if not obsolete, and proposed streamlined procedures, which were adopted, to replace them. He asked for and was given the responsibility to analyze and distribute the cables, which had previously been a function of the Chief of Station's secretary. He recommended the discontinuance of the abstract system, which proposal had been adopted by most elements of the Station. He recommended a reduction in the retention period for cable and dispatch chronos. With the help of a TDY team here for the first half of CY 1972, he devised and instituted a program of purging the files. This program has resulted in the disposition of most of the departed Soviet files, a severe trimming of the true name files, and the review, reduction and up-dating of the project and operational files. All of this work was accompanied by appropriate name checks, entries on the index cards and selection of pertinent documents for transmittal to Headquarters. In summary, Subject performed a thorough "housecleaning" of Station records in the full meaning of that phrase. This program is by no means finished. In fact, Subject has plans for continuing efforts along these lines which may exceed his tenure at this Station since he intends to return to Headquarters not later than May 1974. The on-going program includes a review and reorganization of the subject files, the encrypted 201's and the disposition (hopefully) of about 50 feet of microfilm. A corollary to these projects will be a significant reduction in the index cards, which at present lead to the microfilm and to other superfluous material we either have or will destroy.

2. The equally important aspect of records management, namely the introduction of procedures to lessen the likelihood

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if not prevent the reoccurrence of this pile-up of paper is not lost on this officer. He constantly thinks in terms of procedures and controls to accomplish this end.

- 3. Subject is dedicated, highly motivated, conscientious, and hard working. He reports to work each day an hour before the Station opens in order to distribute the cables by opening of business. He never hesitates to respond positively to any request for help. Indeed, he solicits work which he believes can be done more easily or more simply in his unit. In all respects, Subject is a trained, professional records management officer who is thoughtful as well as enthusiastic about his work.
- 4. It is strongly recommended that Subject be promoted to grade GS-11.

Remove Lt

Archibald B. Roosevelt, Jr. Chief, European Division

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14-12)

MEMORANDUM FOR: Chief, European Division
FROM : Chief of Station
SUBJECT : Promotion Recommendation -
Subject, who has been in grade as a GS-10 just two years, has been Chief of the Registry of the Station for eighteen months. Subject, fresh from a Saigon assignment, brought with him a broad and varied background of field experience (Far East) and several Headquarters' assignments. He has been in one or another aspect of records management work since he started with us as a very junior clerk in 1952.
Subject's fitness reports, since he has been in testify to the high regard in which he is held by the Station and the excellent results he has managed to achieve. When he arrived at the Station, the start had been made on a file reduction program but an enormous amount of organized work remained to be done. Subject set about it with great enthusiasm and a high degree of professional organization. As a result, the Registry inventory today is the leanest and the most efficient the Station has seen for many a long day, if ever before. To a great extent this can be laid at Subject's own door and he personally did much of the work. At the same time, Subject surveyed and reorganized the overall workload of the Registry and was finally able to recommend to the Station tragement a reduction of one Registry clerk. The smaller starf cas certainly required a more intensive work effort on the part of Registry personnel, which has been attained without any loss of morale; in fact, quite the reverse.
Subject, therefore, emerges as a records management officer who has thoroughly learned his business and a hard-driving, sympathetic and successful supervisor. In the opinion of the Station management, Subject is already quite capable of taking over broader and more senior responsibilities in the records management field. In this respect, however, we do not believe he will be wasting his time by spending, as he currently plans to do, an additional year here on the completion of his tour in November. The legistry, reflecting the multi-faceted work of the Station, is sufficiently complex an operation to warrant

Subject's continued attention.

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In view of his really excellent performance and high promise, it is strongly recommended that Subject be promoted to GS-11.

/s/ Bronson Tweedy COS

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INPORTATT

Control Processing Branch has been charged with responsibility (OrH 20-6-dated October 1961) for ensuring that all employees processing PCS to the field have reviewed the field version of the Employee Conduct Handbook. You will not be checked out for your proposed travel until you sign the following statement and return it to CPB. Your Personnel Officer can provide you with a copy of the Handbook.

MEMORANDUM OF UNDERSTAIDING

I heroby acknowledge that I have reed and understand the contents of deted 30 July 1962.

| Signature | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto | Carto

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SECRET REPORT OF SERVICE ABROAD TO: Office of Personnel, Transactions and Records Branch, Status Section NAME SERIAL NO. F1857 MICOLE THISTRUCTIONS USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS ON TOY. INSERT APPROPRIATE CODE NUMBER IN "COPE" COLU TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT SATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFF NO. SR. REVISED. INSERT APPROPRIATE CODE NUMBER SE "CODE" COLUMN PCS DATES OF SERVICE 0/P DEPARTURE 0/8 BAY 241 1 . PCS (Seele) 29.30 31 31.12 31.14 35.34 10 29 49-42 27.20 25-24 · CANCELLATION TOY DATES OF SERVICE DEPARTURE 0/8 ARRIVAL 0/3 ONLY 696E £998 1 . TOY (Madie) 4 . CORRECTION 6 . CAMCELLATION 29-30 33.34 38.36 37 30 30 40-42 29.26 27.26 31.32 OFFICE OF PERSONNEL USE ONLY - PUNCH AREA SOURCE DOCUMENT AND CERTIFICATION TRAVEL VOUCHER DISPATCH DUTY STATUS OR TIME AND ATTENDANCE REPORT CABLE OTHER (Specify) SOCUMENT IDENTIFICATION SU. 764 PREPARCO SY ABOYE DATA CERTIFIED CORRECT, SASED UPGS TOURCE GOCUMENT CITED cuminot decumint S & L DIVISION, STRE THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL

IN THE INDIVIDUAL'S OFFICIAL PERSCHIEL FOLDER

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CONFIDENTIAL (When Filled In)

I herrby acknowledge that I have read and understand the contents of Handbock 20-4, Employee Conduct, dated 7 October 1963, and the information brochure for PCS returneds, dated May 1964.

UJA: ES S. WOO.S

CONFIDENTIAL (When Filled In)

SECRET (When Filled In)

19 December 1966

MEMORANDUM	FOR:

THROUGH

: Head of C Career Service

SUBJECT

: Notification of Designation as a Participant in the CIA Retirement and Disability System

- 1. I have determined that you meet the criteria outlined in HR 20-50 for designation as a participant in the CIA Retirement and Disability System. Your designation as a participant was made effective 18 December 1956.
- 2. You are hereby notified of your right to appeal this action to the Director of Central Intelligence as specified in HR 20-50. Such appeal must be received in the Office of the Director not later than 30 calendar days from the date of this memorandum.

Emmett D. Echols Director of Personnel

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TRAVEL AGREEMENT BY STAFF EMPLOYEES ASSIGNED TO PERMANENT DUTY STATION OUTSIDE CONTINENTAL UNITED STATES

- Agency, I agree to serve outside the continental United States a minimum tour of 2 Years from the date of my arrival at my permanent post of duty, unless said tour is sooner terminated by the Government for its convenience, or it is terminated by the Agency for circumstances that are considered by it to be beyond my control.
- 2. It is understood and agreed that if I terminate for reasons within my control in less than 12 months from the date of arrival at said post, I shall reimburse CIA for all travel expenses, including storage and per diem, incurred in the transporting of myself, my dependents, my household and personal effects and my automobile to my permanent post of duty, and shall pay all return travel and transportation expenses to the United States.
- 3. It is further understood and agreed that if I terminate for reasons within my control subsequent to the twelfth month but prior to the completion of my tour of duty, I shall pay all return expenses for the travel and transportation of myself, my dependents, my household and personal effects and my automobile to the United States.

Date: 24 7/25 6-62

FORM NO. 911a MIPLACES FORM 40. 55-104

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23 MAR 1966

MEMORANDUM	FOR:	Head,	Clandestine	Services	Career	Service
SUBJECT	:	Notific	ation of App	roval of		
		Qual	lity Step Inc	rease -		,
-					•	:

- 1. I am pleased to send to you the attached official notification of the approval of the Quality Step Increase which you recommended for this employee.
- 2. As this award is designed to encourage excellence by recognizing and rewarding the employee, may I ask that you arrange to have this Quality Step Increase presented at an appropriate ceremony.

Emmett D. Echols
Director of Personnel

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- 1. I was pleased to learn that you have been granted a quality Step Increase. Such a recognition is proof of the high esteem in which you are held by your supervisors in the Clandestine Services.
- 2. Please accept my personal best wishes. I am confident that your future performance will be of a continuing high quality.

Decemond FitwGeFeld Deputy Director for Flans

TEIEEZ



4 MAR 1955

MEMORANDUM FOR:	Deputy Director for Plans				
ATTENTION:	DDP/OP				
SUBJECT:	Request for Quality Step Increase for GS-09				
l. On the basis of that a Quality Step Incre	the information presented below, it is recommended ase be approved for				
	red on duty with the Agency in April 1952 as a GS-03				
	assigned to RID. Since that time has				
served as a Records And	atral Registry Section of the				
	old and has been in grade as a CS-09 since 1958.				
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the Station is located					
deal of responsibilit					
	oming cables is rapidly and properly assigned,				
	ectly reuted and processed, correspondence from				
	agencies is correctly analyzed and routed, the system is functioning effectively, and the Station				
	y churning out priority dispatch traffic.				
nexowriter is rapidi	y charming out priority disputer traine,				
"B. The Regist	ry is presently composed of six employees in				
addition to	who is Chief of this unit. does				
	supervising these employees with the result				
	stry is a smooth and well-functioning unit.				

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TRAVEL AGREEMENT BY STAFF EMPLOYEES ASSIGNED TO PERMANENT DUTY STATION OUTSIDE CONTINENTAL UNITED STATES

- 2. It is understood and agreed that if I terminate for reasons within my control in less than 12 months from the date of arrival at said post, I shall reimburse CIA for all travel expenses, including storage and per diem, incurred in the transporting of myself, my dependents, my household and personal effects and my automobile to my permanent post of duty, and shall pay all return travel and transportation expenses to the United States.
- 3. It is further understood and agreed that if I terminate for reasons within my control subsequent to the twelfth month but prior to the completion of my tour of duty, I shall pay all return expenses for the travel and transportation of myself, my dependents, my household and personal effects and my automobile to the United States.

WITNESS:	•	-		
		Date:	21 Feb. 1961	· ·

FORM NO. 9110 2101-116 FRAN 40. 55-10.

CONFIDENTIAL

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TRAVEL AGREEMENT BY STAFF ENFLOYEES ASSIGNED TO PERMANENT DUTY STATION OUTSIDE CONTINENTAL UNITED STATES

- 1. In accordance with the policy of the Central Intelligence
 Agency, I agree to serve outside the continental United States a minimum tour of 24 months from the date of my arrival at my permanent post of duty, unless said tour is sooner terminated by the Government for its convenience, or it is terminated by the Agency for circumstances that are considered by it to be beyond my control.
- 2. It is understood and agreed that if I terminate for reasons within my control in less than 12 months from the date of arrival at said post, I shall reimburse CIA for all travel expenses, including storage and per diem, incurred in the transporting of myself, my dependents, my household and personal effects and my automobile to my permanent post of duty, and shall pay all return travel and transportation expenses to the United States.
- 3. It is further understood and agreed that if I terminate for reasons within my control subsequent to the twelfth month but prior to the completion of my tour of duty, I shall pay all return expenses for the travel and transportation of myself, my dependents, my household and personal effects and my automobile to the United States.

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29 November 1956

Station wishes to express its appreciation to his most diligent performance of duty during his recent TDY hero, his highly cooperative attitude and above all, his extreme oagerness to get a job done well and expeditiously. It was largely with his help that	
screen and process the voluminous material which needed to be hardled in order to establish a coordinated and integrated record and file maintenance system.	e ere
Station personnel connected with the work of the TOY Team members were impressed and gratified by the engerness with which they assisted with details and helped with problems that were outside the responsibilities of their assigned task. Their pleasant manner, and suggestions, their excellent cooperation and untiring efforts to complete more than the initially estimated workload, all created a most favorable impression which reflects much credit not only on the team members themselves but on the Records Integration Granch as well.	

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CENTRAL INTELLIGENCE AGENCY 2430 E STREET NW. WASHINGTON 25, D. C.

Date 23 July 1954

Dear	

1. This is to notify you that the United States Covernment, as represented by the Central Intelligence Agency, has accepted your employment effective 25 April 1954

Position: I.O.

Base Salary: 03-5 \$3535.00

2. You will be:

- a. Entitled to annual and sick leave in accordance with Civil Service Commission rules and regulations, or such other provisions of law or regulations as may be established in lieu thereof.
- b. Reimburged for travel expenses in accordance with CIA Regulations or Standardized Covernment Travel Regulations, as amended.
- c. If stationed cutside continental United States, granted such monetary allowances as are prescribed by CIA Regulations.
- 3. As a condition of your employment by the Central Intelligence Agency, you are subject to assignment to tours of duty at posts outside the continental United States. Each time you are so assigned, unless otherwise specified in advance by CIA, you will be required to remain at the post to which assigned for a period of 24 months from the date of arrival thereat, unless scener transferred, reassigned or separated for reasons beyond your control. If you wish to return to the United States for personal reasons during that period, all travel and transportation costs incident to such return will be borne by you, with no expense to the Government.
- 4. If this employment is for assignment to an overseas post, it is understood and agreed that, unless carlier separated for reasons beyond your control, you will remain in Government service for 12 months after your arrival at your first overseas post, and if you violate this agreement, any money expended by the United States on account of your travel and the transportation of your immediate family and household goods will be considered a debt due to the United States.
- 5. Employment is conditioned upon satisfactory completion of the training courses prescribed by CIA and satisfactory performance of duty for a total period of six months from date of employment. In the event

12

either training or performance of duty is deemed unsatisfactory by CIA, you will be offered other types of employment if available, or your employment will be terminated.

6. Your appointment is for such time as your services may be required and funds are available for the work of CIA. Notice of termination will be given you by procedure similar to that provided by Civil Service will be and regulations.

Official authorized to sign letters of appointment.

I accept the above agreement as a condition of my employment by CIA.

Employee

23 July 54

Form No. 51-104
June 1948

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700H NO. 37-190

STANDARD FORM 61 (MINTED AUGUST 190)
PROMUCOATED BY CIVIL STRIKE SYMMESSION
FROMAL PERSONNEL MANGAL

APPOINTMENT AFFIDAVITS

IMPORTANT.—Before swearing	to these appointment affidavits, you	should read and	understand the
and the second second second	attached information for appointed		

C.I.A.		Washington, D	.ç.
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A. OATH OF OFFICE			
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B. AFFIDAVIT AS TO SUBVERSIVE	ACTIVITY AND AFEILIA	TION	
I am not a Communist or I that advocates the overthrow of unconstitutional means or seeki Constitution of the United Stat I become a member of such org Government.	f the Government of the first of the first or violence is. I do further sweet.	e United States by to deny other person ir (or affirm) I will	force or violence or other ons their rights under the not so advocate, nor will
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Washington (City)		D.C.	****
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NOTE.—If the oath is taken before a Notary Public the date of expiration of his commission should be shown.

DECLARATION OF APPOINTEE

This form is to be completed before entrance on duty. Answer all questions. Any face statement in this declaration will be grounds for cancellation of application or dismissal after appointment. Impersonation is a criminal offense and will be prosecuted accordingly.

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INSTRUCTIONS TO APPOINTING OFFICER

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I hereby XXXXXXXX that the above Civilian and Military service is complete and accurate to the best of my knowledge! SIGNATURE OF EMPLOYER DATE IV REMARAS: Y FOR PERSONALL CEFFICE USE ONLY (CONCERNING ABOVE SERVICE) TOTAL CREDITABLE SERVICE 5050160162 118.48 3

PERSONNEL QUALIFICATION QUESTIONNAIRE

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SEC, II, WORK EXPERIENCE

1. State the nature of duties performed with this organization, starting with your present position. Approximate dates (month and year) are sufficient, the a continuation sheet, if necessary, to adequately describe your duties.

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SEC. II. WORK EXPERIENCE (CONT'D.)

2. Previous Employment: Describe your previous work experience in sufficient detail to permit full recognition of your qualifications. Include military work experience. List last position first.

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J. Special Work Experience: Check you may have been employed. Ol U.S. Secret Service O2 Civil Police O3 Military Police O4 U.S. Border Patrol O5 U.S. Narcotics Squad O6 FBI O7 Criminal Investigation Div. 21 Office of Naval Intelligence 22 Office of War Information 23 Army G-2 20 Office of Strategic Services SEG. III. FOREIGH LANGUAGES List below the foreign languages in which include uncommon modern languages.	2 2 2 2 2 3 3 3 3 3 4 3 5 5 ch yo	4 5 6 7 7 8 9 0 1 2 3	F C C C C C C C C C C C C C C C C C C C	ore our or or or or or or or or or or or or or	Forign terrigr egi ign ral din e on al	In E So In E S	A- con itel on Ser tell rce act con mr	2 long light	ence ence ses ence ence ence fiecu nica tene	Adde (ura Un Late: G Inti Inti Wi Life Ce.	mili: it e l iro ty ati	Dejup Agion	pt.	n nm.		·d.
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# SEC. IV. AREA KNOWLEDGE

1. List below any foreign countries or regions of which you have knowledge gained as a result of residence, travel or study. Study can mean either academic study, or study of a foreign country resulting from an intelligence, military, commercial or professional work assignment.

Dates of			
Etc.			Study
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	Residence, Study Etc. Fran 47 - Euch 48	Residence, Study Was Aquired Etc. Residence	Residence, Study Etc. Residence Travel  Fran 47 - Fixed 48 X (Army

2. Specialized Knowledge of Area

List specialized knowledge of foreign country such as knowledge of terrain, coasts and harbors, utilities, railroads, industries, political parties, etc., gained as a result of study or work assignment. Include name of employer or organization.

	1204010111	=
Country.	Type of Knowledge	How and When Gained
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### SEC. V. TYPING AND STENOGRAPHIC SKILLS (PRESENT UTILIZATION)

	Per Cent of		WPM (Approximate			Prefer Assignment				
5kill	Time Used	Not Used	Proficiency)	Using	Skill	Ofter	er			
Typing	1. 5 %	2.	35	1.	Yes	٤.	No			
Shorthand	1.	2. ~		1.	Yes	2,	No			
Shorthand S	System: 1.	Manual 2.	Machine 3. Speedy	vriting.			***********			

### SEC. VI. LICENSES, HOBBIES, SPECIAL QUALIFICATIONS

1. Licenses: List any licenses or certification such as teachers, pilot, marine, etc.		as	sailing	List any , skiing, iál quali	writin	ng, or	

## SEC. VII. PROFESSIONAL AND ACADEMIC HONORS

List any professional or academic associations or honorary societies in which you hold membership.				
you hold membership.	List any professional or	academic associations or	honorary societies in	n which
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SEC. VIII. PUBLICATIONS				
List below the type of writing (non-fiction; pro				
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of any published materials of which you were	author or	co-autho	r.	
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SEC. IX. INVENTIONS				
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and whether patented.	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			•
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SEC. X. TESTS (Within present organization)		`		
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EC, XI. PHYSICAL HANDICAPS				
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EC. XII. OVERSEAS ASSIGNMENT				
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EC. XIII. WORK ASSIGNMENT	*			
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you think you are best qualified?		•		
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	7. LIST ANY SIGNIFICANT PUBLISHED MATERIALS OF MICH YOU ARE THE AUTHOR (DO NOT Submit copies unless requested). INDICATE TITLE, PUBLICATION DATE, AND TYPE OF ABITING (Von-fiction, scientific articles, general interes, subjects, novels, short stories, etc.)
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* <u>*</u>	SECTION XIII	Сн	ILDREM AND OTHER		· •====================================	<u></u>		
	1. NUMBER OF CHILDREN (Include and adopted children) and a	RE UNMARRIED.	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	parents, s	tepparents, s	to (Including spow inter, etc.) T LEAST 50% OF		
. 1	UNDER 21 YEARS OF AGE, AND SUPPORTING.			THEIR SUPP		DREN OVER 21 YEARS	$U_{\perp}$	
	S. PROVIDE THE FOLLOWING INFOR	RELATIONSHIP	1 : ;	SEN	1	T		
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SECRET LANGUAGE DATA RECORDS PART I-GENERAL 1. NAME (Loot-Pirot-Middle) (7.74) 2. PATE OF BIRTH 123-301 3. LANGUAGE I HAVE NO PROFICIENCY IN ANY POREIGN LANGUAGE PART/II-LANGUAGE ELEMENTS SECTION A. Realing (40) I CAN READ TEXTS OF ANY DIFFICULTY, OF A GENERAL NATURE OR IN FIFEDS I AM FAMILIAR WITH, USING THE DICTIONARY ONLY RARELY, 2. . I CAN READ TEXTS OF MOST GRADES OF DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR BITH, USING THE I CAM READ TEXTS OF AVERAGE DIFFICULTY (nowapopers, reference meterials, etc.), USING THE DICTIONARY FREQUENTLY. 4. I CAN READ SIMPLE TEXTS, SUCH AS STREET SIGNS, NEWSPAPER HEADLINES, ETC., USING THE DICTIONARY PREGUENTLY. 5. I HAVE NO BEADING ABILITY IN THE LANGUAGE. SECTION B. Writing (41) I GAN BRITE PERSONAL LETTERS AND SIMILAR MATERIAL WITH COMPLETE SUCCESS MITHOUT USING THE DICTIONARY. I CAN PRIFE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH VERY HE GRAMMATICAL ERRORS, IN MATIVE STYLE. USING THE DICTIONARY ONLY RARELY. I CAN BRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL WITH COMPLETE SUCCESS, USING THE DICTIONARY ONLY
2. RABELY, I CAN WRITE FACTUAL HARMATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH FEW GRAMMATICAL FRACES, BUT IN A STYLE WHICH MAY NOT BE NATIVE, USING THE DICTIONARY OCCASIONALLY. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE NATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING. BUT BITH OCCASIONAL MINOR GRAMMATICAL ERRORS AND IN ODVIOUSLY PORTIGN, ARKBARD STYLE, USING THE DICTIONARY OCCASIONALLY. I CAN ARITE PERSONAL LETTERS AND BIMILAR SIMPLE MATERIAE, BITH REASONABLE BUCCESS IN CONVEYING MY MEANING, BUT MATH MANY GRAMMATICAL EARGRE AND IN A VERY FOREIGN. AWARAND STYLE, HISING THE DICTIONARY PREGLENTLY. 5. I CAMBUT WRITE IN THE LANGUAGE. SECTION C. Pronunciation (42) I. WY PROMUNCIATION IS NATIVE. WHILE MATIVES CAN DETECT AN ACCENT IN MY ROSMUNCTATION THEY HAVE NO DIFFICULTS UNDERSTANDING ME. MY PROMUTCIATION IS OBVIOUSLY FORCIGN; BUT ONLY BARELY CAUSES DIFFICULTY FOR NATIVES TO UNDERSTAND. 4. MY PROMUNCIATION IS OCCUPATIONALLY DIFFICULT FOR MAILYES TO UNDERSTAND. 101 1 FI

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	CONTINUATION OF PART II-LANGUAGE ELEMENTS	]	,	
	SECTION 0. Speaking (43)	4	جھ؛	
	1. 3PEAR PLUENTLY AND ACCURATELY IN ALL PRACTICAL AND SCCIAL SITUATIONS: I CONVERSE PREELY AND IDIOMATICALLY 1. IN ALL PIELDS WITH WHICH I AM PAMILIARS			•
	2. I SPEAR FLUENTLY AND ACCUPATELY IN NEARLY ALL PRACTICAL AND SOCIAL SITUATIONS: I CAN CONVERSE IN MOST FIELDS WITH WHICH I AM FAMILIAR AND I EMPLOY SOME POPULAR SAYINGS, LITERARY QUOTATIONS, AND COMMON PROVERDS.	1		
:	3. I GET ALONG QUITE WELL IN SITUATIONS OF DAILY LIFE AND TRAVEL AND CAN CONDUCT ROUTING BUSINESS IN PARTICULAR FIELDS	1		
	4. I MANAGE TO GET ALONG IN THE MOST COMMON SITUATIONS OF DAILY LIFE AND TRAVEL.		•	
*	5. I HAVE NO ABILITY TO USE THE LANGUAGE IN ANY OF THE ABOVE RESPECTS.	j		
1	SECTION E. Understanding (44)	1		
	I UNDERSTAND NON-TECHNICAL CONVERSATION ON ALL SUBJECTS. DOTH FACE-TO-FACE AND ON THE TELEPHONE: I UNDERSTAND NEARLY EVERYTHING I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.			
	I UNDERSTAND NON-TECHNICAL CONVERSATION ON NEARLY ALL BUBILCTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE: I 2. Understand most of what I hear on the radio and at the movies, plays, and lectures, including most jokes and puns.			•
\$	FUNDERSTAND NEARLY ALL CONVERSATION ON TOPICS OF DAILY LIFE AND TRAVEL, BOTH PACE-TO-FACE AND ON THE TELE-			
A. S. Calebran	4. I UNDERSTAND THE SIMPLEST CONVERSATION, BOTH FACE-TO-FACE AND ON THE TELEPHONE: I UNDERSTAND SOME OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.			
‡ ‡	5. I AM NOT ABLE TO UNDERSTAND THE SPOKEN LANGUAGE.			
<u>;</u>	BEFORE CONTINUING - CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER SECTION.			
· •	PART 111-EXPERIENCE AS TRANSLATOR OR INTERPRETER (45)			,
; ; ;	1. I HAVE HAD EXPERIENCE AS A IMANGLATOR.			
	2. I HAVE HAD EXPERIENCE AS AN INTERPRETER.			
	1. OVIN OF THE ABOVE STATERED APPLY.			
}	4. NORE OF THE ABOVE STATEMENTS APPLY.			
	PART IV-CERTIFICATION			
	I CERTIFY THAT THE INFORNATION GIVEN ABOVE IS TRUE AND ACCURATE TO THE BEST OF MY RHORLEGGE AND BELIEF. THIS CERTIFICATION CONSTITUTES BY APPLICATION FOR A MAINTENANCE AWARD PROVIDED I AM ELISIBLE UNDER THE TERMS OF REGULATION NO. 29-117. PAR. ICIAI. I UNDERSTAND THAT IS MUST PART AS AN OUISCIEVE LANGUAGE PROPERTIES THAT AFFORE I DECOME ELIGIBLE FOR AN APADD, AND THAT INNESPECTIVE OF THE DATE OF TESTING, ANNUAL MAINTENANCE AWARDS BILL DECUMERATE AS OF THE ANNIVERSARY GATE OF CONFLETING THIS FORM.			
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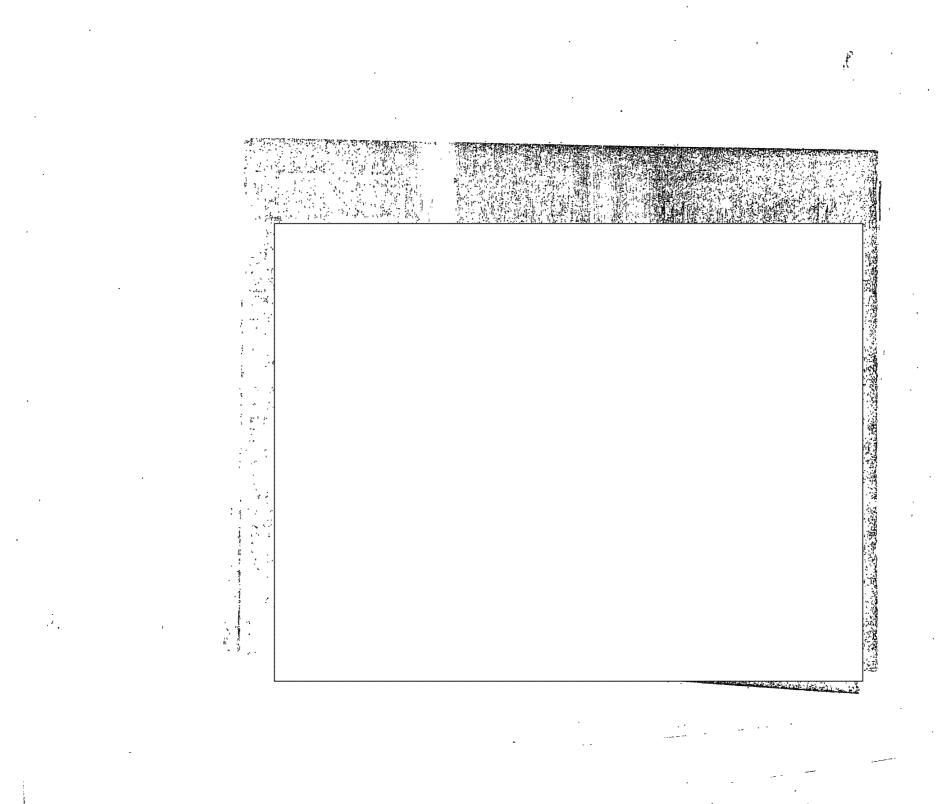
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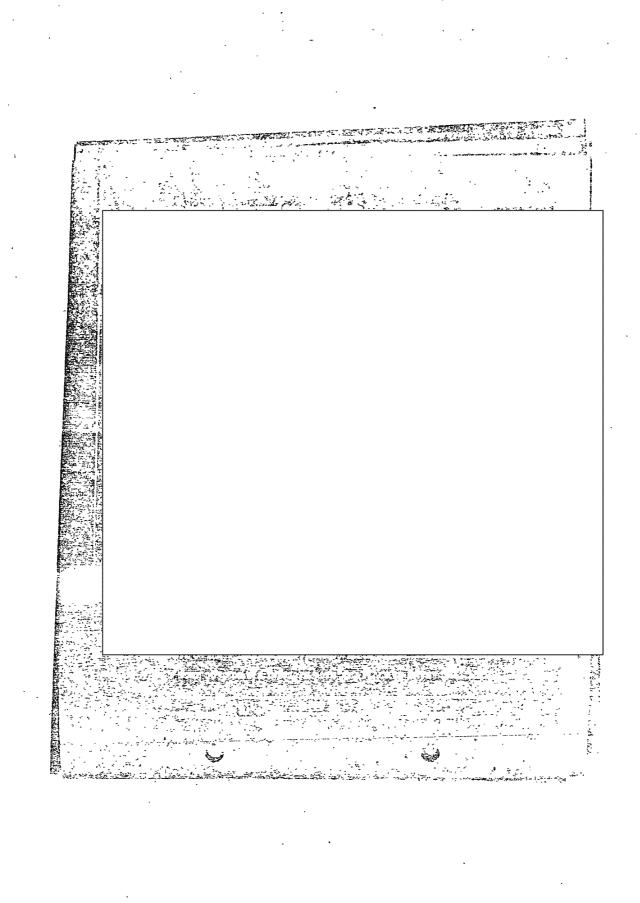
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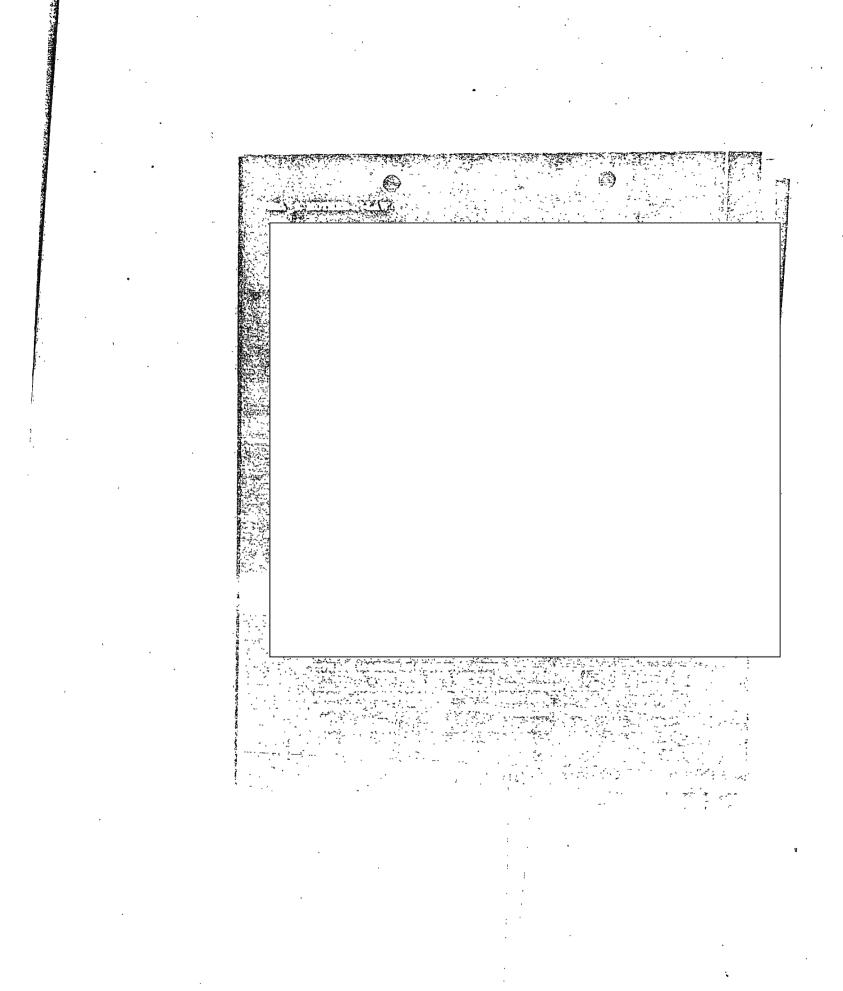
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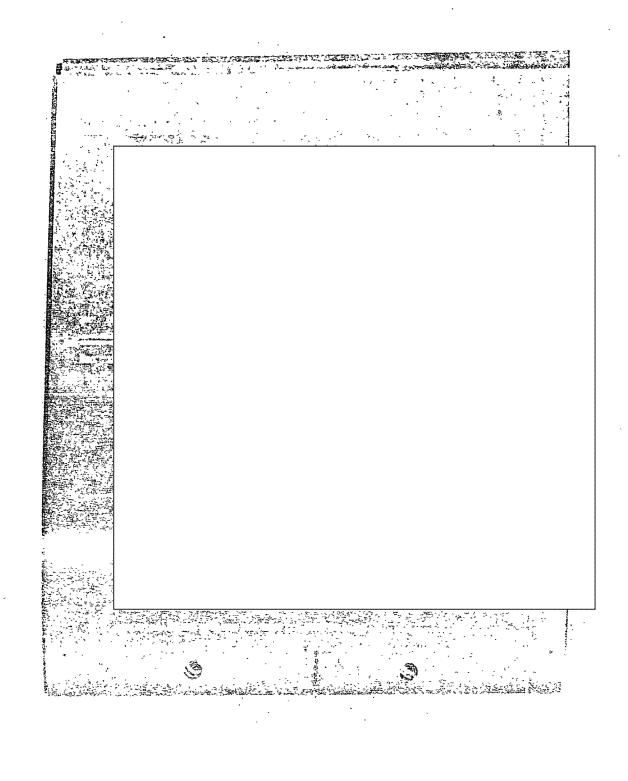
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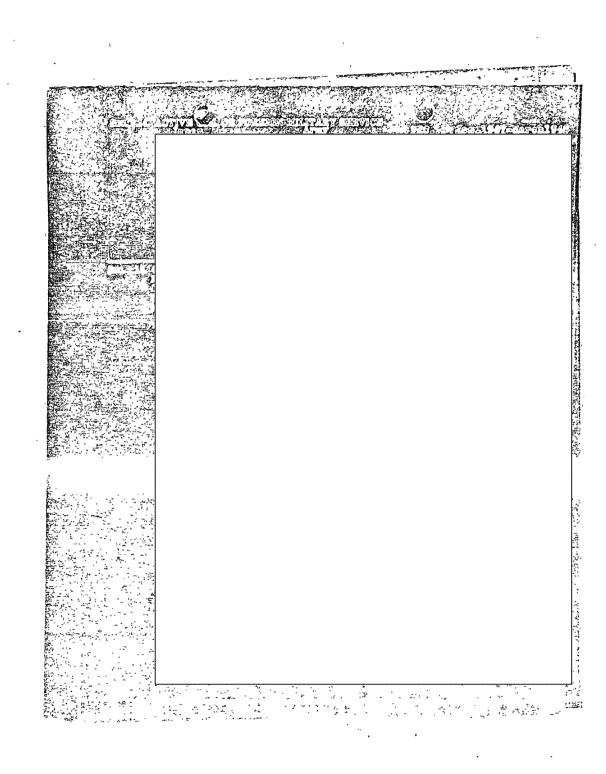
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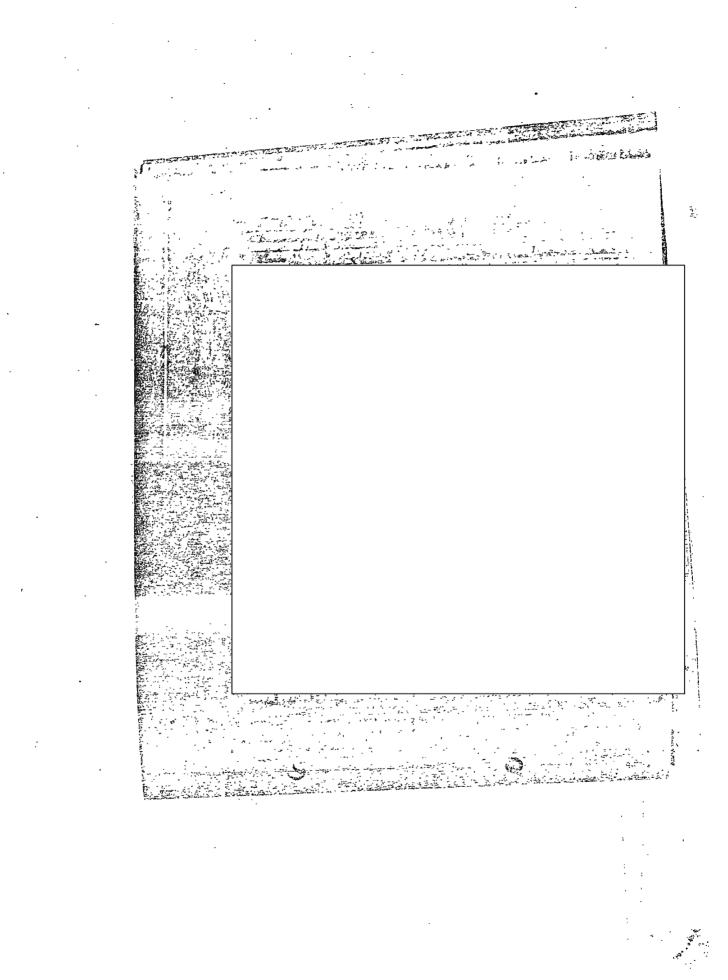




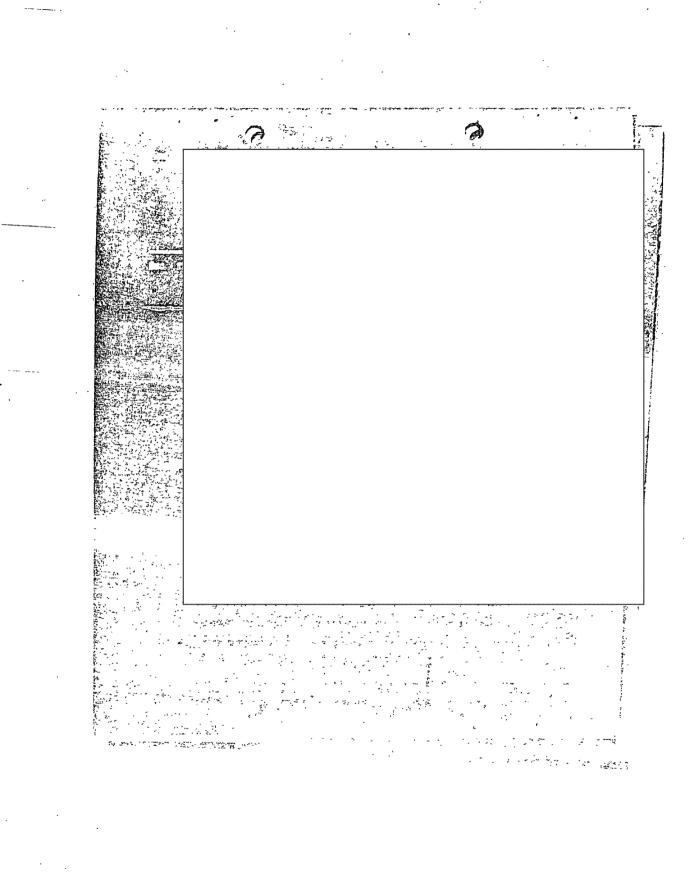


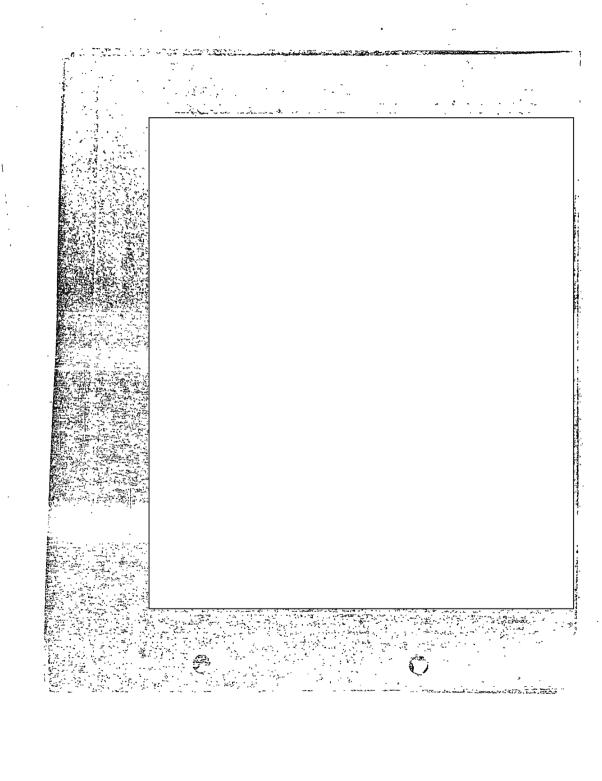




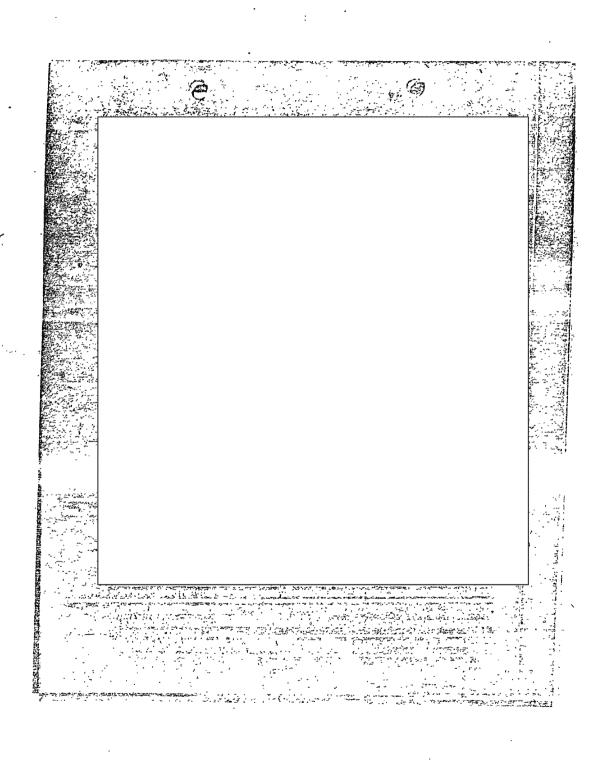


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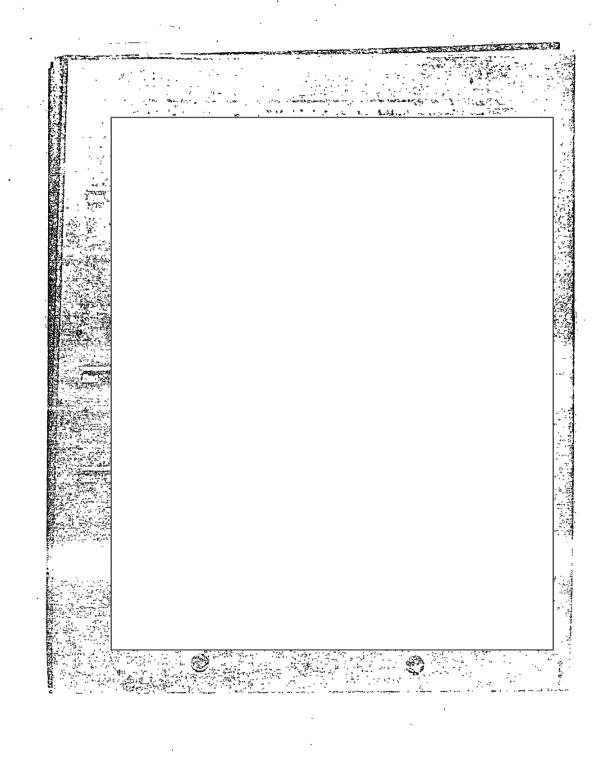




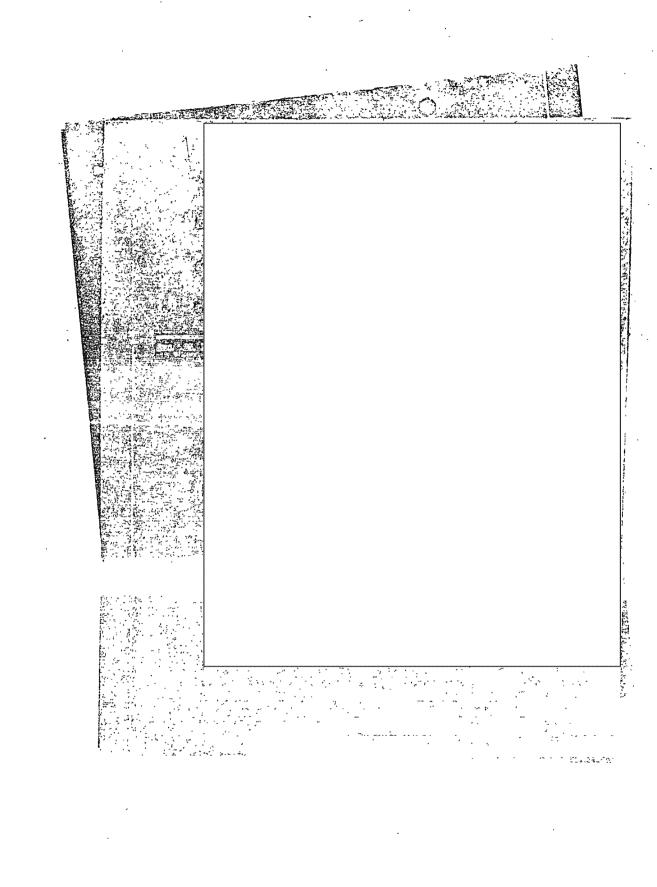
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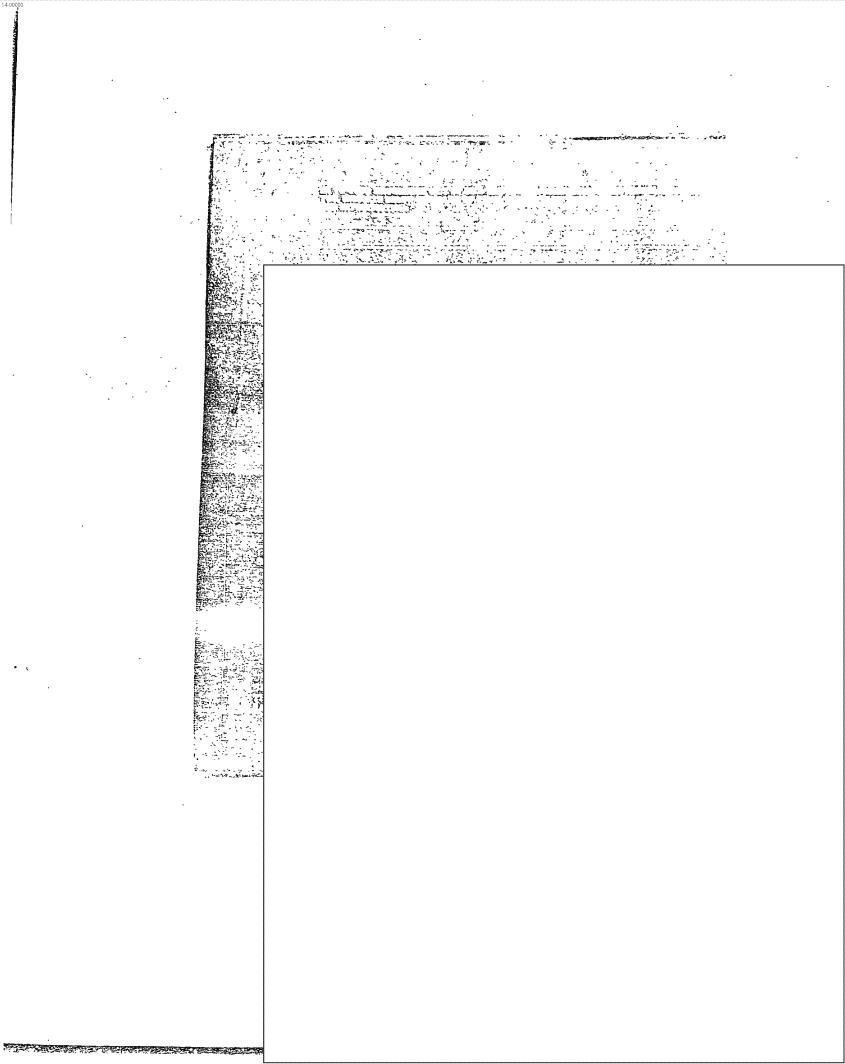
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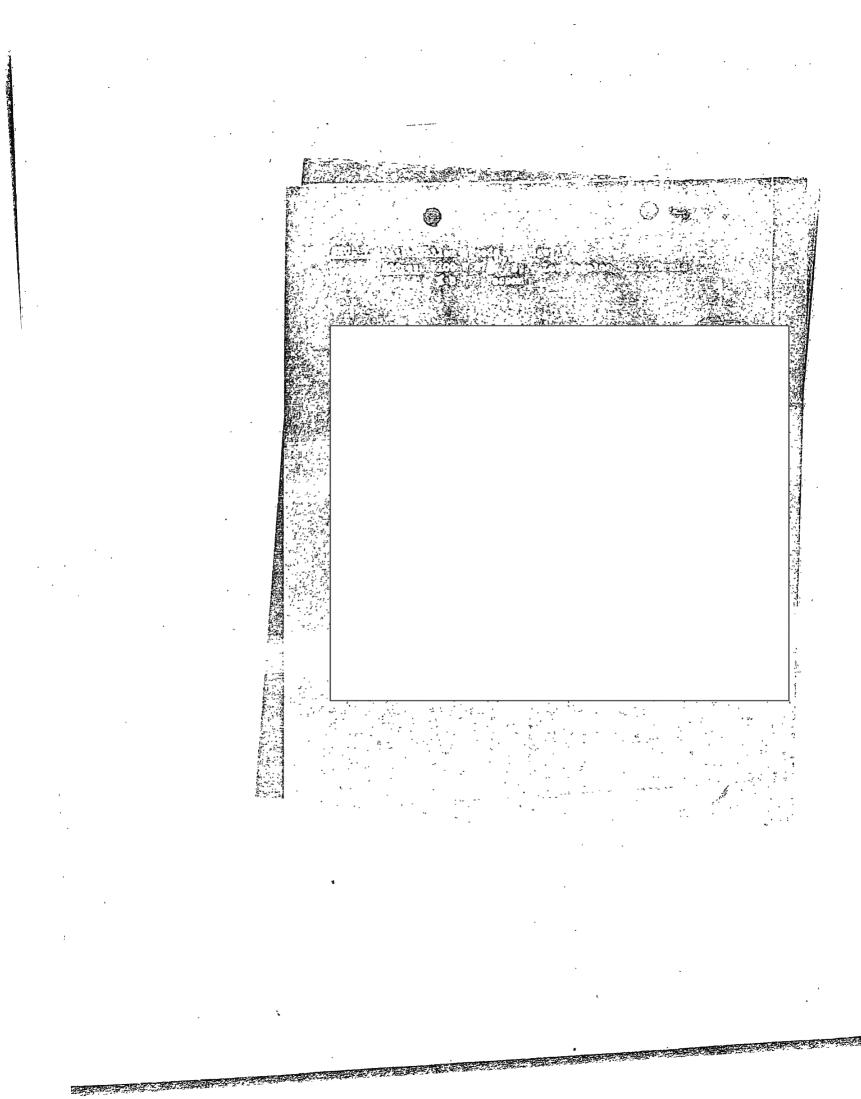


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## Haker's School of Business

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**ADAPTABILITY** 

Grand Forks, North Dakota

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## CONFIDENTIAL SECURITY APPROVAL



Date: 26.March 1952

TO: Chief, Personnel Division

Your Reference: #-3007A

FROM: Chief, Security Division

Case Number: 61415

SUBJECT:

 This is to advise you of security action in the subject case as indicated below:

Security approval is granted the subject person for access to classified information.

Provisional clearance for full duty with CIA is granted under the provisions of Paragraph D of Regulation 10-9 which provides for a temporary appointment pending completion of full security investigation.

The Director of Central Intelligence has granted a provisional clearance for full duty with CIA under the provisions of Faragraph H of Regulation 10-9.

2. Unless the subject person enters on duty within 60 days from the above date, this approval becomes invalid.

3. Subject is to be polygraphed as part of the ECD procedures.

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# CONFIDENTIAL SECURITY INFORMATION INTEROFFICE MEMORANDUM

Date: 29 Feb. 1952

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To: Chief, Personsel Mivision	
FROM: Chief, Security Division	•
SUBJECT:	George Ho. N-3007-A
1. Reference is made to your request if person who is being considered for employment GS-2, OSO, RI, Proc. & Fec., Washington, D. 2. This is to advise you of the follow	nt in the following position: File Clerk
a. Fraisional security clearan employment on a temporary basis in the capacity:	nce is granted to fermit subject's following area or in the following
have access to classified material; 3. not be issued a badge or creden	on the condition that subject: 1. not 2. not have access to secure areas; tial; 4. not represent himself as a sed to any unclassified duties other
	n interview in this Division. Upon usideration will be given to the reinformation classified no higher than duty under a previously granted probe arranged after entrance on duty.  for temporary appointment to a posi-
officials of the employing of ritylimitation and should be instructed advice as to the limitation so as to	ffice should be advised of this secu-
office will receive advice of full c action. Upon receipt of full accuri will be restinded and aupervisors sh	ty clearance, the present limitation
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CONFIDENTIAL	

FORM 80. 98-106

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Date: 25 January 1952

INTEROFFICE MEMORANDUN To: Chief, PersonnelDivision FROM: Chief, Security Division Request No. N-3007 SUBJECT: 1. Reference is made to your request for security clearance of the subject person who is being considered for employment in the following position: 2. This is to advise you of the following security action: a. A Provisional security clearance is granted to permit subject's employment on a temporary basis in the following area or in the following capacity: D Street Pool. This clearance is granted upon the condition that subject: 1. not have access to classified material; 2. Zot have access to secure areas; 3. not be issued a badge or credentish; 4. not represent himself as a CIA employee; and 5. not be assigned to any unclassified duties other than indicated above. b. Name-checks have been completed on this person. Arrangements should now be made by your office for an interview in this Division. completion of this interview further consideration will be given to the requested Limited clearance for access to infirmation classified no higher than Secret. If subject has not entered on duty under a previously granted provisional clearance the interview should to arranged after entrance on duty. c. Subject is security approved for temporary appointment to a position requiring access to information classified no higher than Secret. Officials of the employing office should be advised of this security limitation and should be instructed to supply future supervisors with advice, as to the limitation so as to issure continued compliance. Security action to effect full approval is continuing and your office will receive advice of full alearence upon completion of this Je post see action. Upon receipt of full security alearance, the present limitation will be rescinded and sypervisors should be advised accordingly. 3.

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FORM NO. 30-106

DAF OF TERMINATED FILE BEING MICROFILMED